

OVERSEAS NEWS

Honduran defence chiefs ousted

By Tim Coone in Managua
Gen. Gustavo Alvarez Martinez, the head of the Honduran armed forces...

Brazil's leader rejects poll demands

By Andrew Whiteley in Rio de Janeiro
JOAO FIGUEIREDO, President of Brazil, has firmly rejected opposition demands for his successor to be elected through a direct plebiscite later this year or early in 1985.

Dr Sergio Ramirez, one of Nicaragua's three-man ruling junta said that Nicaragua was watching the situation "with interest". He said that Gen Alvarez, as head of the Honduran armed forces, had given constant support to Nicaraguan counter-revolutionaries...

Industrialised nations' pact urged

BY PETER RIDDELL, POLITICAL EDITOR, IN LONDON
THE SEVEN major industrialised countries should agree on a political and economic strategy for the rest of the decade at their summit in London this June...

EDITOR, IN LONDON
ticians, officials, businessmen and academics from North America, Japan, Canada, West Germany, France, Italy, and the UK should take as their objective at the London summit the development of a package of trade-offs in both the political and economic fields.

and should increase its assistance to Third World countries. It says the major industrialised countries should co-ordinate plans for their exchange rates; the cost of defence should be more equally shared between the U.S. and its allies...

Savimbi renews peace call

By Our Own Correspondent in Jamba, Angola
ANGOLAN guerrilla leader Dr Jonas Savimbi has renewed his call for peace talks with the avowedly Marxist leadership in Luanda...

Fresh Sikh violence breaks out despite Gandhi initiative

BY JOHN ELLIOTT IN NEW DELHI
Sikh religion for some years by militant fundamentalists led by Sant Jarnail Singh Bhindranwale. In other attacks over the weekend a woman was attacked and a car driver assaulted...

Greeks unmoved by Weinberger

BY ANDRIANA IERODIACOUNOU IN ATHENS
THE GREEK Government is committed to closing the four U.S. military bases in Greece because it believes they do not serve the country's defence interest...

headquarters in northern Greece. David Barnard reports from Ankara: In an effort to woo public opinion in Western Europe and North America, Mr Turgut Ozal, the Turkish Prime Minister, has announced plans to investigate complaints over human rights violations in Turkey...

Relatives of prisoners staged the first demonstration in Turkey since the 1980 coup outside the building as the Prime Minister spoke.

Nato defence ministers meet

By a high level group of senior officials. Gen Bernard Rogers, of the U.S. Nato's supreme commander, resisted the original decision to withdraw the warheads and has instructed to choose which should be removed.

U.S. Customs officers seize chemicals bound for Iraq

BY TERRY DODSWORTH IN NEW YORK
U.S. Customs officers in New York have seized chemicals destined for Iraq on the grounds that they could be used to manufacture nerve gas for use in chemical warfare.

U.S. Customs officers seize chemicals bound for Iraq

Potassium fluoride can be used to manufacture the nerve gas called GB or sarin, a particularly potent weapon which is stockpiled by the U.S. Army.

U.S. Customs officers seize chemicals bound for Iraq

Administration officials said last week that they did not believe U.S. companies had been the source of materials imported in the manufacture of the Iranian chemical weapons.

Just the job for Britain

IBM's record investment in Britain in 1983. Sir Edwin Nixon CBE, Chairman and Chief Executive of IBM United Kingdom Holdings Limited, has announced that the group turnover for 1983 was £1677 million, an increase of 35% over the previous year. Highlights from Sir Edwin's report: STRONG DEMAND "The high demand for our products continued right across the range from our largest systems to the Personal Computer. Revenue from our UK customers rose 30% over the previous year. EXPORTS UP Our two British factories increased their exports to countries in the rest of Europe, Africa and the Middle East. Total exports from the UK rose by 43% to £745 million. MORE JOBS We recruited almost 1000 men and women last year. Total employment of IBM in the UK is now over 16,000. IBM INSTITUTE As part of its programme of building bridges between industry and education, IBM launched the IBM Institute. The first project is at Cambridge University, working with the Department of Engineering to explore new ways of using information technology in curriculum development. For a copy of IBM UK's Annual Review, which will be available in late April, write to the Corporate Promotion Manager, IBM United Kingdom Limited, North Harbour, Portsmouth PO63AU.

First step on route to CAP reform

BY IVO DAWNAY IN BRUSSELS
THE SOUND and fury echoing across Europe this weekend clearly shows that the EEC farming community believes the new deal on agricultural prices and reforms signifies something. As a stalwart of Brussels' anti-farming lobby remarked: "If the farmers really hate it that much, it can't be all bad."

THE New Zealand Government has refused to re-sign an agreement limiting its shipments of lamb and mutton to the EEC as a tactic in its fight for an agreement for European access for New Zealand butter, Dal Hayward writes from Wellington.

79.2m tonnes a year target, itself a surplus of more than 10m tonnes on actual Community demand. To win that agreement, M Michel Rocard, French president, had to hand out substantial concessions. The Irish won a substantial exemption of almost 1m tonnes, with the possibility of more to come, and the Italians, Luxembourgish and Ulster farmers also received additional tonnages.

ton production were raised. UK maintained its cherished variable beef premium (though cut by 20 per cent) and France has been allowed an unprecedented right to provide national subsidies for wine storage. But there is a price to pay. Commission estimates priced the package at less than £5.5bn but on top of the ECU2.5bn budget. However, failure to agree to an oil and fats tax, and unfavourable world prices are already expected to add a further ECU 2bn this year.

Spanish plea to Nissan

By Kenneth Gooding, Motor Industry Correspondent, in London
THE SPANISH Government has asked Nissan of Japan to ease back output of its four-wheel-drive Patrol which went into production in Spain just over a year ago. According to Mr Teichu Hara, Nissan's executive managing director in charge of exports, the Spanish authorities want to protect the other local producer of light, all-wheel-drive vehicles, Land Rover Santana.

Prices deal angers Euro-farmers

BY OUR EUROPEAN CORRESPONDENTS
PREDICTABLY, the French farmers' union criticised the farm price agreement which gives France an average price increase of 5 per cent, Paul Betts writes from Paris. The organisations were quick to point out that inflation this year is expected to run at a rate of more than 7 per cent in France (despite the Government's official 5 per cent target for 1984).

Prices deal angers Euro-farmers

Agriculture Ministry confirmed the weekend that DM 1.8bn (\$480m) will be available for the farmers in 1983, the first year when German farmers will feel the pinch of the dismantling of the MCAs. Brendan Keenan writes from Dublin: The EEC deal on Irish milk production, which will allow output to rise by 4.64 per cent this year, has been criticised sharply by Opposition spokesmen and farming leaders but defended by the Prime Minister, Dr Garret FitzGerald.

Prices deal angers Euro-farmers

European average. Dr FitzGerald admitted it would be difficult to secure a significant increase next year but claimed that in the next few years, Ireland would secure further improvements. Walter Ellis writes from Amsterdam: The Dutch Government is angry about the latest farm prices deal, but Mr Gerrit Braks, the Agriculture Minister, is said to be relieved that at least a package or sorts was agreed before the expiry of the 1984 deadline.

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China moving to ease terms for oil exploration bids

BY MARK BAKER IN PEKING

CHINA IS preparing to open the second stage of bidding for its offshore oil exploration...

Washington gives boost to Brazilian steel wire

By Andrew Whitley in Rio de Janeiro

THE export-orientated Brazilian steel industry, hit by a wave of anti-dumping import surcharges...

Nancy Dunne explains Washington's worry over export aid U.S. set for battle on mixed credits

THE U.S. has shelved for the time being any hope of ending the use by foreign governments of mixed credit financing for exports.

Instead, it will press for some adjustments to mixed credit guidelines when it meets other foreign finance officials in Paris on April 9.

component in mixed credit deals to between \$25-\$30m (£17.8m-£21.4m) from the current minimum of \$20m-\$25m.

A bank official said that the increase in the aid factor will serve to increase the distinction between aid and commercial financing.

proffered in the past month to show that the U.S. is prepared to join the battle.

Described as "polite messages to the French" by an Eximbank official, the credits were offered only after mixed financing had been offered by the French for the same projects.

The financing package would cover 100 per cent of the purchase price with an interest rate of 6.5 per cent and a 20-year repayment period...

The second subsidised credits would go to promote the sale of digital switching system to Cyprus Telecommunications Authority of Nicosia...

S. Korea hits trade barriers

By Ann Charters in Seoul

A SENIOR Korean Government official has criticised the growing trend towards trade protectionism, especially in the U.S., which could cause the world economic recovery to falter.

Mr Shin Byong-Hyuns, the deputy prime minister, said at the weekend that the U.S. currently has 16 anti-dumping charges levelled against Korean products.

Mr Shin acknowledged that many countries felt that Korea should graduate from the special non-tariff status that it shares with less developed third-world countries.

With regard to direct foreign investment, significant liberalisation is to be evident beginning in July 1984, he indicated, when revised policies allowing foreigners to invest in industries not on a "negative list" are to take effect.

Last year, Korea approved foreign investments totalling \$267m.

Korea's growth in GNP, at 9.3 per cent last year, was due in large measure to increased exports. The Government's target for this year is 7 to 8 per cent real growth in GNP.

Pakistan, Germany to strengthen trade ties

BY MOHAMMED AFTAB IN ISLAMABAD

WEST GERMANY is likely to emerge as a key source of foreign private investment in Pakistan during the current \$37bn sixth plan.

The indication of a sizeable West German private investment came yesterday from Dr Jurgen Warnke, Minister for Economic Co-operation, after discussions with Finance Minister Ghulam Ishaq Khan...

freer trade between the industrialised nations and the developing countries, at the June summit of western nations at London.

The bilateral discussions also dealt with aid flows. Pakistan received \$63m in German aid in 1983-84. Any significant increase in the amount is not foreseen.

SHIPPING REPORT

Freight rates pick up

BY ANDREW FISHER, SHIPPING CORRESPONDENT

FREIGHT rates for key industrial commodities like coal, iron ore, and grain picked up considerably last week in response to increased economic activity worldwide.

Across the Atlantic, rates for grain shipments from the U.S. Gulf to continental Europe were \$10.75 a tonne compared with \$8.25 at the start of the activity.

World Economic Indicators

Table with 5 columns: Country, Feb. '84, Jan. '84, Dec. '83, Feb. '83, % change over previous year. Rows include U.S., UK, Japan, W. Germany, France, Italy, Netherlands, Belgium.

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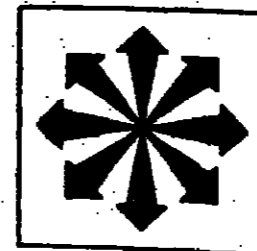
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UK NEWS

هكذا من المال

Shortages worry consumers of steel

By Ian Rodger
 STEEL consumers in Britain are showing growing unease over reports of delivery bottlenecks and indications that the British Steel Corporation (BSC) will attempt to raise prices again in the third quarter. Concern will be heightened if the coal strikes in the UK begin to affect BSC's ability to fulfil customer orders.
 Steel consumers' representatives are lobbying in Brussels for BSC to be allowed to produce more steel. But European Commission officials are very reluctant to raise production quotas. Both last year and in 1982, EEC steel prices collapsed in the second half as a result of over-production.
 Steel producers are anxious to see prices continue to recover from what they consider to be inadequate levels. BSC, for example, is still losing over £2.5m a week in spite of its massive reduction of overheads and the fact that, until the miners' strike, it was operating all its plants at very high levels.
 The most alarming reports of shortages come from consumers of high quality plate for use in offshore oil platforms. One steel fabricator, Motherwell Bridge, said it was having to wait four months for deliveries from BSC.
 BSC has refused to comment, but the corporation may have a technical problem in its plates division. Last Friday, it emerged that Shell Oil had cancelled an £18m order with BSC for heavy pipe made from plate, claiming that the quality was unacceptable.
 Concern about deliveries of strip mill products is also beginning to be heard. Large consumers, such as the car manufacturers BL and Ford, say they have no worries, but smaller ones are not so confident.
 The basic problem in the West European steel industry continues to be excess capacity. In January, the European Commission imposed minimum prices in an attempt to wipe out competitive discounting and the system has had considerable success. BSC's prices have probably increased by an average of 3 to 5 per cent since December.
 The minimum levels are being raised by 2 to 3 per cent today, but it is unlikely that the commission will agree to raise them again.

CBI optimistic over outlook for manufacturing

BY MAX WILKINSON, ECONOMICS CORRESPONDENT
 BRITAIN'S manufacturing industry provides the most optimistic evidence for five years that recovery has taken root and will continue well into 1985, according to a Confederation of British Industry survey.
 The March survey of 1,800 companies suggests that orders and export prospects are at their best levels since 1979, with improvements in output more widespread than at any time for eight years.
 It indicates that the pressure on prices remains moderate, and the CBI expects only a very small pick-up in the inflation rate by the end of next year.
 The confederation is now more optimistic than the Treasury about prospects for manufacturing output in the next two years. In its latest forecast, also issued today, the CBI has projected a more rosy picture of economic prospects generally.
 The CBI has abandoned the pessimistic view set out in its November forecast that recovery would fade this year as the consumer boom came to an end, without a significant pick-up in investment.
 It now expects further increases in consumer spending with parallel rises in exports and a sharp boost in investment from the recent very low levels. The March survey produced encouraging evidence that companies' making capital equipment were continuing to share in the recovery.
 Sir James Clesminson, deputy president of the CBI, said the results indicated that "manufacturing output is picking up quite rapidly and the whole economy should continue to grow well into 1985."
 The CBI's latest forecast suggests that the economy will grow by about 2½ per cent this year and 3 per cent next year, with the inflation rate first falling a little then rising slightly to 5½ per cent by the end of next year.
 However, the CBI believes that unemployment will rise to an underlying total of 2.85m by the end of this year, about 50,000 more than at the end of 1983.
 Despite an accelerating growth of manufacturing output, from 1½ per cent last year to about 3½ per cent this year, the CBI expects a continuing fall in the number of jobs provided by the sector.

Laura Ashley to offer stock on market

By Alison Hogan
 LAURA ASHLEY is a textile designer who, with her husband Bernard Ashley, has built up a £80 million business selling clothes, wallpaper and fabrics in a distinctive rural style. They are planning to bring the company to the market sometime in 1985.
 With their ambitious plans for further growth at home and overseas, the Ashleys hope to give the public an opportunity to buy shares in their cottage industry turned successful international business.
 The company has grown rapidly since the Ashleys opened their first small shop in Kensington, London, in 1968. They had bought the railway station at Carno, Powys, in Wales and converted it into a textile factory a couple of years earlier.
 Today Carno is the Ashleys' main printing and sewing plant for the UK and the distribution centre for their mail order business. Exports today account for about 40 per cent of turnover.
 Laura Ashley's European operation is conducted from Helmond, near Eindhoven in the Netherlands and there are shops in France, Belgium, the Netherlands and West Germany.
 New headquarters were recently established in Maidenhead, Berkshire, but the Ashleys are now based in Europe and manage the overseas concerns, moving between Brussels and their 18th century Château de Remains in France.
 The Ashleys started making home furnishings such as tea towels, aprons and oven gloves, and later moved into clothing. In 1978 they began to build up the furnishings side of the business again. In 1980, they had a tough year with the recession squeezing margins and a weak dollar hitting foreign currency earnings. But the company overcame these problems, and today home furnishings account for about two-thirds of turnover.
 Laura Ashley now has its eyes on the United States, where the company first opened shop in 1979 in San Francisco. It now has a chain of 40 shops mainly on the East Coast.

Grieverson, Grant subsidiary to deal in foreign securities

BY JOHN MOORE
 GRIEVESON, GRANT and Co., one of the largest stockbrokers in the London securities market, has formed an international dealing subsidiary to take advantage of the newly liberalised Stock Exchange rules for dealing in overseas securities.
 The broker has set up a new company, Grieverson Securities, which will start trading on April 9, the day the new rules for trading in overseas securities come into force.
 It is the latest in a series of international dealing companies created by broking and stockjobbing firms on the London stock market in the wake of the rules' liberalisation.
 The most notable was a joint venture arrangement between Akroyd & Smithers, the stockjobber or market maker, and Rowe & Pitman, the stockbroker, capitalised at £17m.
 Quilter Goodison, the stockbroking firm headed by Sir Nicholas Goodison, the chairman of the Stock Exchange, and Cazenove are among the leading stockbrokers who are planning the development of international dealing subsidiaries without so far forming a link with outside partners or other jobbing firms.
 Bisgood, Bishop, the stockjobber which recently formed a link with National Westminster Bank, is also considering creating an international dealership. There are believed to be at least six applications for such a move outstanding at the Stock Exchange.
 The Stock Exchange Council announced last October that, as a first step in the dismantling of minimum commission scales on transactions carried out in the market, negotiated commissions would be introduced on overseas securities. As part of the relaxation, the Stock Exchange is allowing member firms to create international dealing subsidiaries with limited liability.
 Grieverson's new subsidiary is to be headed by Mr Derek Millard, a partner in the firm, who said yesterday: "We cannot afford not to be doing anything that the Stock Exchange is doing. It is a logical extension of our business."

Short Brothers likely to sign Tucano deal

BY MICHAEL DONNE, AEROSPACE CORRESPONDENT
 SHORT Brothers of Belfast, state-owned aircraft manufacturer, is expected to sign a collaborative agreement soon with Embraer of Brazil to build the Brazilian company's Tucano basic trainer in the UK. The deal is dependent upon the RAF deciding to purchase the aircraft.
 The RAF is studying four types of aircraft to find a new basic trainer to replace its fleet of Jet Provosts. An order for over 150 aircraft, worth about £200m, is planned. The four competing aircraft are the Tucano, the Swiss Pilatus PC-9, the Australian A-20 and the British-designed Firecracker.
 The pact between Short Brothers and Embraer follows an agreement announced recently by British Aerospace and Pilatus under which British Aerospace would build the PC-9, if that aircraft were selected.
 The Ministry of Defence is insisting that the chosen aircraft must be built in the UK. As a result, the companies have been seeking to set up collaborative agreements.
 The Australian Aircraft Consortium, formed to build a trainer for the Australian air force, has yet to announce any deal with a UK company to build the A-20.
 Firecracker Aircraft, the UK company which has designed and built the Firecracker, has only limited production facilities and is looking for a partner. It has been holding talks with Westland of Yeovil, Somerset, but nothing has been settled.

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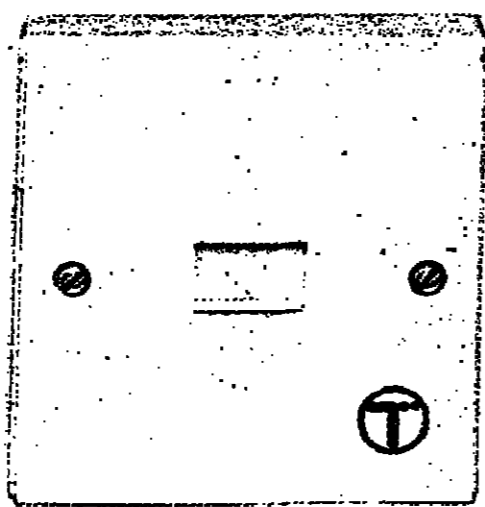
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UK NEWS

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Dispute delays North Sea oil price accord

BY RICHARD JOHNS

FULL AND final agreement on North Sea oil prices for the second quarter is being held up by a dispute between the British National Oil Corporation (BNOC) and the owners of the Ninian field, operated by Chevron, over the rate for the crude produced from it.

Britoil and London and Scottish Marine Oil have raised the strongest objections to BNOC's proposal that the rate should remain unchanged at \$28.60 per barrel. They point out that Ninian has recently been fetching a price on the spot market within 10-15 cents of Brent, the North Sea reference, which has an official selling rate of \$30.

BNOC's suppliers and customers accept that the reference should be maintained. But the Ninian partners are determined to bring about a revaluation of their crude and are

believed to want a 20 cent per barrel improvement.

On Friday, the buyer-seller rate for Ninian was \$29.50-\$30.00, compared with \$30.05-\$30.25 for Brent Blend.

Earlier in the week one trader said that he had concluded deals for both crudes at the same price.

More meetings between BNOC and the companies are planned for this week. A spokesman for the corporation said on Friday that he expected the issue to be "amicably" resolved.

The problem has arisen because oil from British Petroleum's Magnus field, which started production last August, is transported through the Ninian trunk line to Sullom Voe, creating a better quality blend. The system also carries output from Union Oil's Heather field.

Last autumn, the official selling

rate for the new Ninian blend was raised 25 cents per barrel. But that only restored the differential created a year ago when Brent became the new North Sea reference and was realigned 25 cents above other North Sea crudes.

The only change proposed by BNOC which markets about one third of North Sea oil on behalf of companies and the Government in respect of its royalty crude, is for crude from the Maureen field, operated by Phillips Petroleum, to be raised from \$29.70 to \$29.80 per barrel. This is because its quality has proved better than expected since output started last year.

Britoil also pressed for a rise of 10 cents for Beatrice crude from the present \$28.30 and is unhappy with BNOC's proposal to leave it unchanged.

Ford launches marketing push

BY JOHN GRIFFITHS

FORD IS launching a series of marketing initiatives - ranging from mailshots to about 400,000 people offering 5.95 per cent finance on any new Ford car, to the release today of Popular versions of the Escort.

The company has also announced the prices of cheaper models of the Orion - the "booted" Escort - to go on sale today, and has cut by an average £200 the prices of existing "up-market" Orion models.

The new models closely match in price equivalent models in the Escort range, at £5,485 including tax

for the 1.3L (£5,421 for Escort 1.3L) and £5,768 for the 1.6L (£5,725 for the Escort 1.6L).

The cheap credit offer is being made through the company's finance subsidiary, Ford Motor Credit. Recipients of the mailshot within the next three weeks will be offered no-deposit, 5.95 per cent finance on presentation to dealers of a non-transferable voucher.

The moves come just ahead of an expected sharp intensification of the new car sales struggle in the UK, as the result of Austin Rover's

new Montego saloon launch next month.

Ford has begun an investment programme worth nearly £25m at its component plant at Basildon, Essex, writes Kenneth Gooding.

It is the second major investment scheme for Britain announced by Ford in a week. The other is an £11m plastic moulding plant for the Halewood facility on Merseyside.

About half the money to be spent at Basildon will go towards production of new aluminium radiators to reduce costs and weight in vehicles, according to Ford.

British Airways prepares for sale

BY LYNTON MCLAIN

BRITISH Airways (BA) became a public limited company (plc) yesterday in preparation for a majority sale of shares in the state-owned airline by March 31 next year.

The airline remains in the public sector for the time being. All shares in British Airways plc will be retained by the Government pending the flotation.

The Government is considering letting BA go to market with a substantial capital debt burden. That is likely to be as high as £800m unless the Treasury agrees to write off

some or all of the debt before dematerialisation.

At the same time, the Government has not ruled out foreign ownership of shares.

BA's capital debt stood at £1,053.2m at the end of the 1982-83 financial year. By the end of the latest financial year last week, it was expected to have repaid about £100m. It is required by the Government to repay a further £100m by the end of the 1984-85 financial year, leaving just under £800m of debt.

The capital debt is guaranteed by the Government as long as BA remains in state ownership. When the offer for sale of shares in BA becomes unconditional, the Government will no longer guarantee to meet any of BA's obligations.

The decision to sell at least 51 per cent of the shares by March 31 next year has been reached in the light of the increasing success of the airline. Lord King, the chairman, has forecast an operating profit of about £250m before tax and interest for the 1983-84 financial year.

Equality code for employers issued

By John Lloyd, Industrial Editor

A CODE of practice for the employment and promotion of members of ethnic minority groups comes into effect today.

The code, which received parliamentary approval in February, imposes no legal obligations on employers beyond those laid down in the 1976 Race Relations Act. But it will be taken into account by industrial tribunals when considering allegations of discrimination. In practical terms, therefore, it significantly strengthens the powers of the Act and of the Commission for Racial Equality (CRE), which has introduced the code.

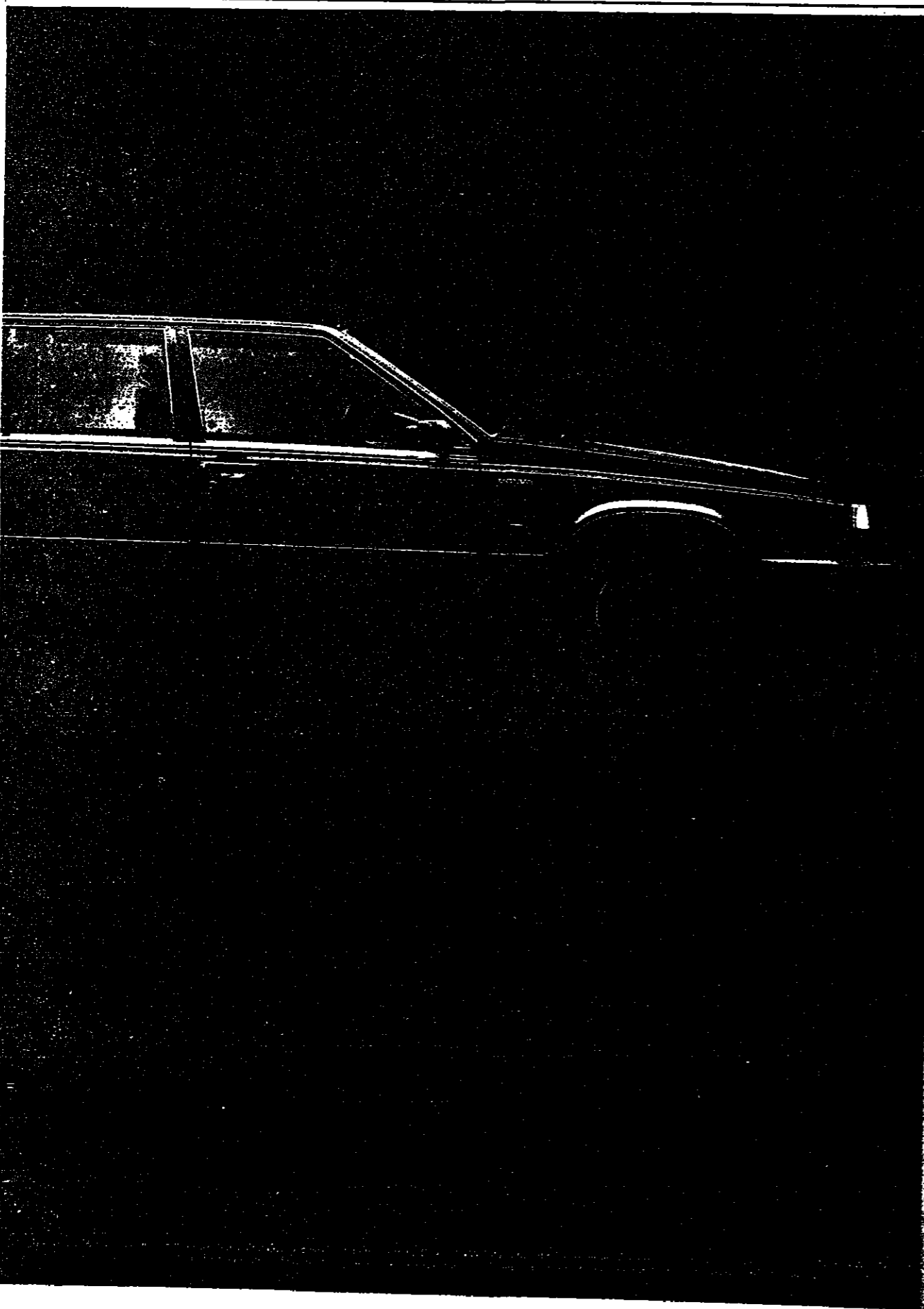
The code's presumption is that observance of the Act must be an active, rather than a passive, matter. The CRE says that "an organisation can only be certain that it is achieving equality if it has a clear policy and takes steps to ensure that its policy is working."

Mr Clifton Robinson, the CRE's deputy chairman, said: "Continuing high levels of discrimination in employment still exist. We have been aware of them for some time, but we have not been able to reduce them significantly."

The main elements in an equal opportunities policy recommended by the code are:

- Non-discriminatory advertisement and recruitment policies, including the avoidance of unintentional discrimination through specifying unnecessary qualifications which some racial groups may not be able to meet.
- The adoption of "positive action" policies, which ensure equality of opportunity for members of minority racial groups. An example would be training in English language skills.
- "Ethnic monitoring," or record keeping on the progress of minority group members, so that the success or otherwise of equal opportunity programmes may be assessed.
- The establishment of equal opportunity systems, under a senior executive, with a clear policy understood by all. Employers and unions should be ready to discipline employees and members who discriminate, or bring pressure for discrimination.

Editorial comment, Page 16



THE FUTURE IS NOW

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BUSINESS LAW

The Laker dispute: a case of balancing the national interests

"AT THE root of the conflict are the fundamentally opposed policies of the United States and Great Britain regarding the desirability, scope and implementation of legislation controlling anti-competitive and restrictive business practices."

This is how Judge Wilkey summarised the conflict between UK and U.S. courts concerning the attempt of Laker's liquidator to obtain substantial damages from a number of Iata air companies. They were alleged to have brought about the downfall of Laker Airways by predatory pricing and by preventing the realisation of a re-financing scheme when the company was in difficulties.

The conflict produced the rare and unedifying spectacle of court injunctions shooting across the Atlantic in both directions, first forbidding Laker to prosecute British Airways and British Caledonian in U.S. courts, and then in the opposite direction prohibiting KLM and Sabena from obtaining similar protection from British courts.

It was this last injunction, made by Judge Harold Greene in the U.S. District Court (Civil Action No 83-0416), with which the U.S. Court of Appeals for the District of Columbia dealt on March 6, 1984.

The appeal by KLM and Sabena was dismissed by a majority opinion which contains a very impressive discussion of the issues of concurrent jurisdiction and extraterritoriality, and reaches conclusions with which it is difficult to quarrel.

The UK Court of Appeal made the affirmation of Judge Greene's injunction easy by basing its own prohibition, addressed to Laker in respect of the two British airlines, on the activation by the British Government of its powers under the Protection of Trading Interests Act.

These, as the Court of Appeal said, made the case untriable because the two airlines were prevented from co-operating in any way with U.S. courts.

The U.S. Court of Appeals based its decision, among other things, on the argument that the Belgian and Dutch companies could not obtain the same protection from the British Government.

A softer line

Dissenting from the majority, Judge Starr took a much softer line. He said: "A tempest has been brewing from some time among the nations as to the reach of this country's anti-trust laws, and today's decision strikes a strong blow in favour of what will be viewed by many of our friends and allies as a rather parochial American outlook."

This was, in his view, incompatible with the orderly operation of the two nations' respective judicial systems. He would return the case to the District Court for narrowing of the injunction in a way consistent with the principles of comity to facilitate "the seemingly accommodation of sharply divergent and competing national interests."

The narrowing of the injunction which Judge Starr had in mind would prevent KLM and Sabena from seeking in London an order banning Laker's liquidator from prosecuting them in the U.S.

It would not prevent, however, them from asking for a declaratory injunction in the UK courts to establish that they were not liable with a view to the regulations and treaties applying to transatlantic air transport.

Reading between the lines, one can see that the main objective of Judge Starr was to provide time for an out-of-court of political settlement of the whole dispute.

Although the majority opinion strikes a much firmer note in defence of the U.S. courts' jurisdiction over alleged anti-competitive behaviour affecting the American travellers on transatlantic airlines and the overwhelmingly American creditors of Laker Airways, it discloses

the same awareness of the need to resolve the issue extra-judicially, possibly by international arbitration.

It states: "... this court has neither the authority nor the institutional resources to weigh the policy and political factors that must be evaluated when resolving competing claims of jurisdiction." In contrast, diplomatic and executive channels could negotiate and reconcile such conflicts.

The opinion focuses attention on the provision of the Bermuda II Treaty for the arbitration of disputes regarding its terms. It points out that neither the U.S. nor the UK Government has yet invoked its right to call for an arbitral decision on the scope of the immunity from U.S. anti-trust laws which this treaty provides in Article 17.

By affirming the injunction granted by Judge Greene, and depriving KLM and Sabena of a hypothetical and not-too-probable protection by the UK courts, the U.S. Court of Appeals has done all it could do judicially.

Even those who disagree with some of its reasoning regarding the effects doctrine will have to admit that there is much in the opinion's emphasis on the wider problem and on the need to seek a political solution.

It says in a footnote: "It may be that further efforts by the governments of both countries would help resolve the deadlock which appears to be developing to the detriment of the litigants' interests and the ultimate frustration of the national policies of the U.S. and Great Britain."

The majority opinion of the U.S. Court of Appeals also strikes a much more realistic note than many U.S. proposals, which see the solution of the conflicts created by U.S. long-arm legislation in the judicial balancing of competing national interests by the spirit of comity - that is, mutual respect for the law and courts of another country.

The comity concept

I have missed no opportunity to argue that the vague concept of comity, developed by well-meaning judges, is being offered by politicians as a sop and can have the effect only of delaying the solution of the real issue.

The view that comity is irrelevant to the solution of extraterritoriality conflicts was recently endorsed by the *Bejin Appeal Court* in the *Rothman/Morris merger case*.

It is, therefore, very gratifying to see this realistic view adopted by a U.S. court. While the dissenting opinion invokes comity, the majority opinion states that the balancing-of-interests approach has not obtained more than a temporary foothold in U.S. law.

"Courts are increasingly refusing to adopt the approach. Scholarly criticism has intensified. Additionally, there is no evidence that interest-balancing represents a rule of international law."

It is futile to expect courts to find a solution by balancing national interests. Most judges will refuse to take this role, and most of those that will accept it will only find that the interests of their own country carry the greater weight.

The majority opinion of the U.S. Court of Appeals rightly suggests that international arbitration of such disputes would be a better solution.

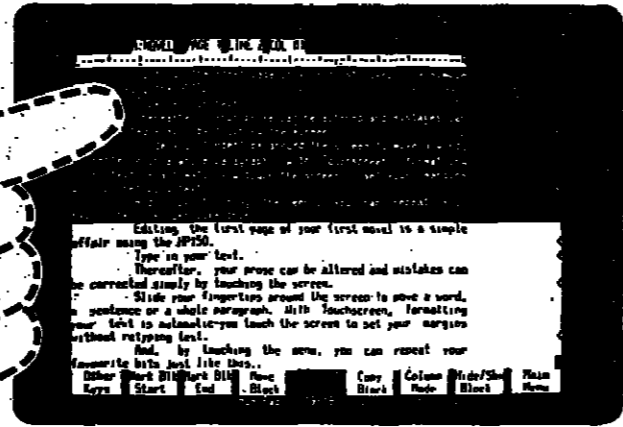
The opinion is an outstanding contribution to the discussion of the wider problem underlying the present Laker dispute. One would wish the governments concerned to take note of what Judge Wilkey said, instead of just waiting for something to turn up. If they do nothing, the extraterritoriality tangle will go from bad to worse.

U.S. Court of Appeals, DC, Nos 83-1280 and 83-1281, unreported. U.S./UK agreement concerning air services, July 23, 1977.

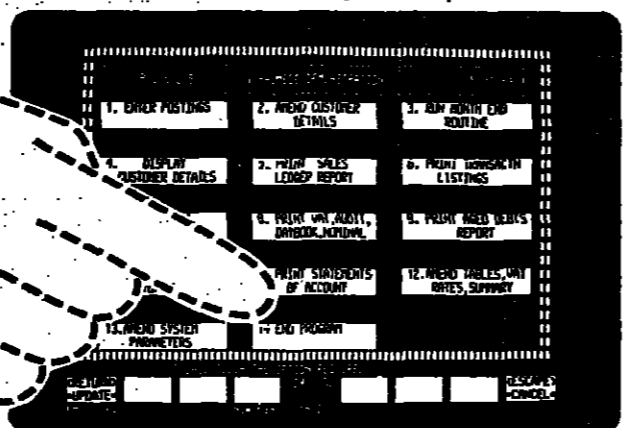
A. H. Hermann
Legal Correspondent



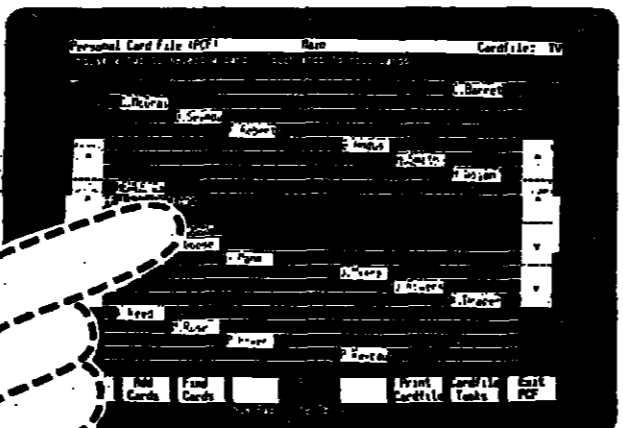
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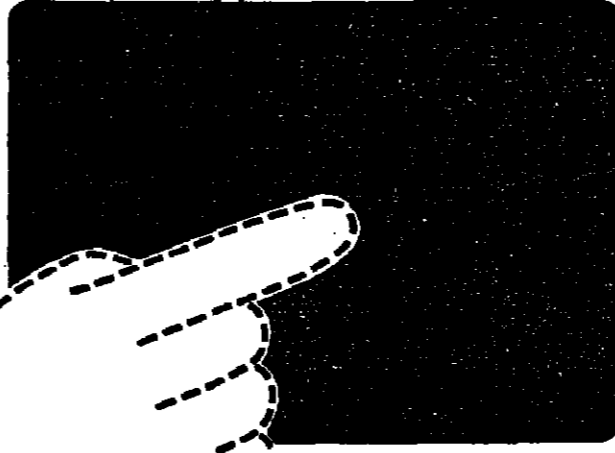
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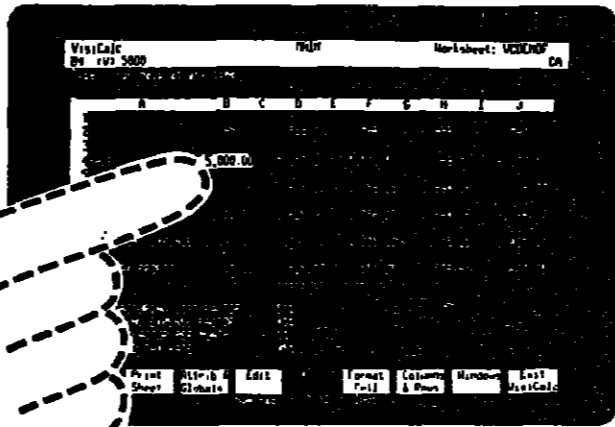
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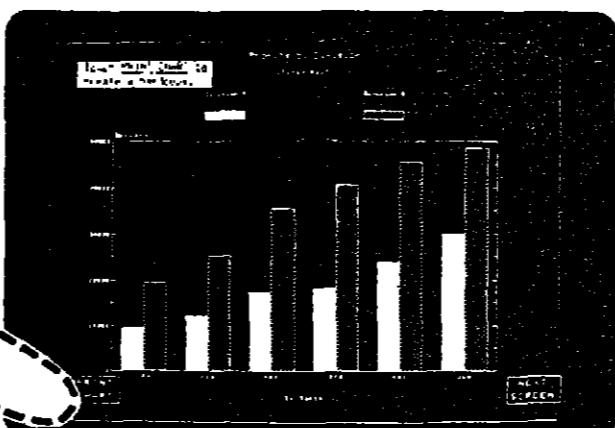
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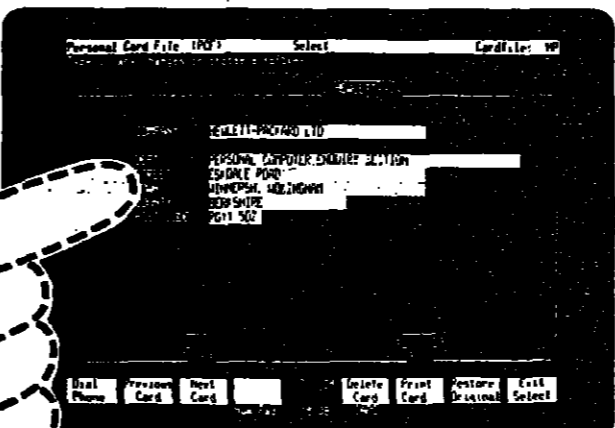
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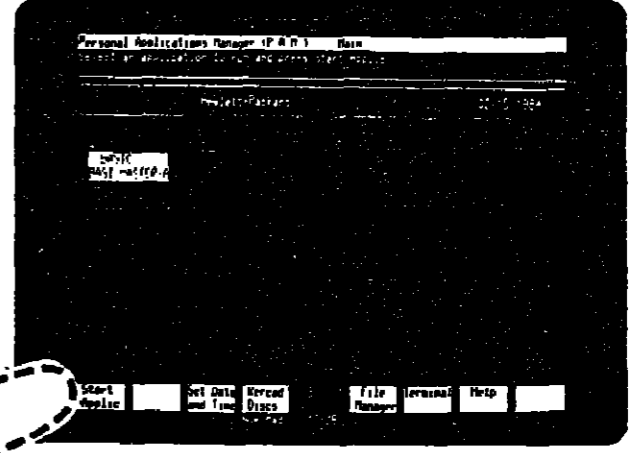
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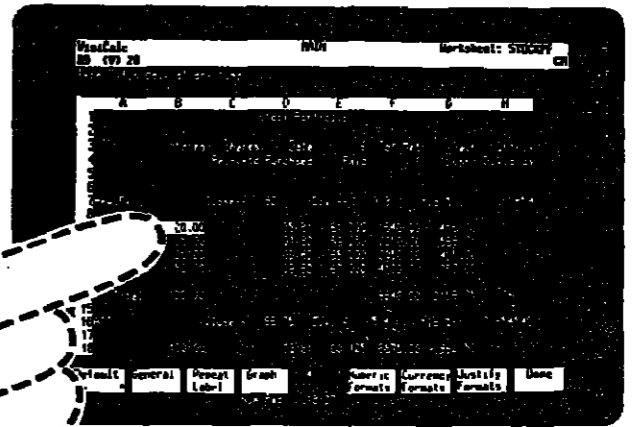
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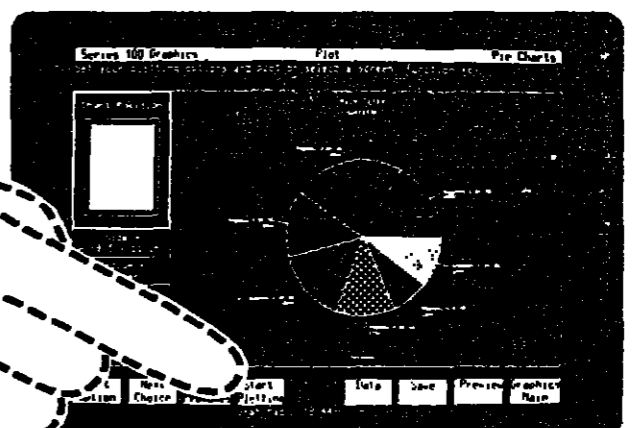
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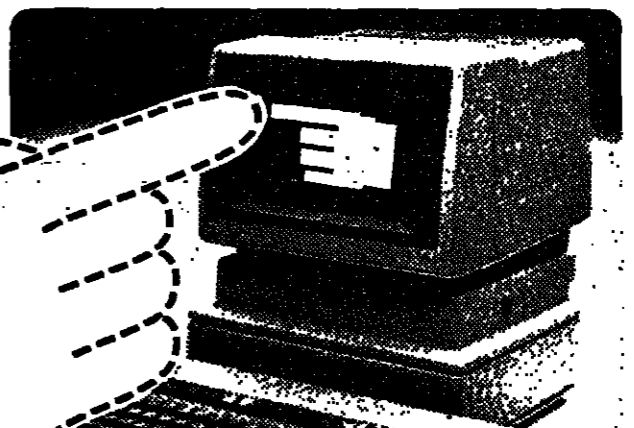
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HP 150 at a Glance. User Memory: 256K-640K bytes. Operating System: MS-DOS™ 2.11. Microprocessor: 16-bit Intel 8088. 8MHz. Permanent Memory: (ROM) 160K bytes. Diagnostics: Power-on self-testing. Display Screen: Touch-activated, green phosphor, 80 characters x 27 lines, 9 x 14 dot character matrix. Upper and lower case. Simultaneous text and graphics capability 390 x 512 graphics resolution. 1024 characters and symbols in ROM. Keyboard: 107 keys (total), 8-ft cord attaches to system unit. 10-key numeric pad. 12 function keys (8 screen-labelled). Compact Size: 2.1 sq ft desk space. Communications: 2 RS-232 ports. HP-B (IEEE-488) Built-in. Up to 19,200 bits per second DSN network link. Peripherals: Choice of printers (including optional internal printer), plotters, 3.5" floppy drives (264K bytes formatted), Winchester hard discs (5 and 15 Mbytes).



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EDITED BY ALAN CANE

TECHNOLOGY

MOTOR-CYCLE FACTORY AT SPANDAU SHOWS ITS PACES

Advanced manufacturing at BMW

BY ALAN WRIGHT

BMW'S MODERNISED motorcycle factory at Spandau, West Berlin, inaugurated by Dr Helmut Kohl, the West German Chancellor, is now the most advanced in Europe.

When laying the foundations in 1979, for its new generation of bikes the K series, however, the company opted out of a heavy use of robotics in the manufacturing process and instead plumped for computerised numerically controlled machining operations.

This is very much in line with methods used in engine production by the company's car operations but, although robots may be useful in the manufacture of car bodies, the very nature of a motorcycle chassis does not lend itself easily to this form of production.

Within Europe it is mainly at Piaggio's plant in Italy, which builds Vespa scooters of mono-cylinder design, where robots are readily evident.

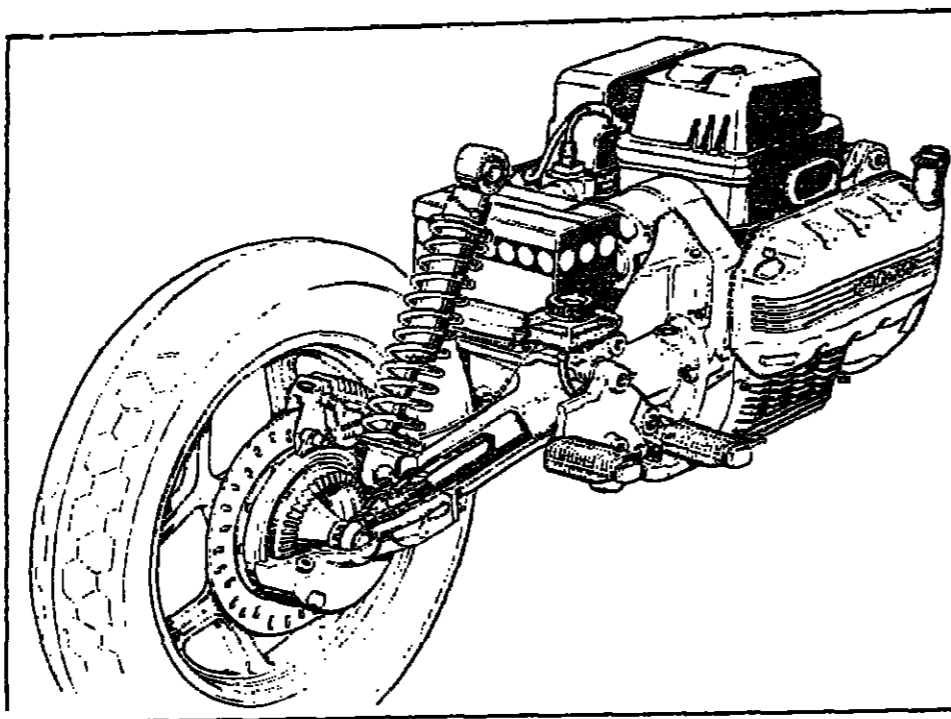
Herr Hans Glas, director of BMW's Berlin plant, explained that from the outset it was decided that modern production methods would only be justified if they assisted the company in maintaining or, if possible, improving the quality of its product.

This policy, he says, was demonstrated, for example, when frame production was moved from Spandau to Berlin-Reinickendorf for lack of space. Here welding manipulators are only slowly being introduced, and the robot developed for the company's new K100 model has not quite completed its apprenticeship. Thus hand welding on the frames still reigns, and manipulators and robots will have their day only when they can work as well or better than humans.

Engine parts, however, benefit greatly from the accuracy of computer-controlled machine tools, and the company's K series engine was designed with such production methods in mind.

Crankshafts for the 1000-cc water-cooled, four-cylinder engines on the K series, for instance, which are delivered as unmachined castings, remain throughout the production process in the care of machines. These give an ultrafine polish to each bearing surface, ensure that the drive gear gets uniform teeth and give the part the required hardness.

The lower crankcase, the



Mounted along-the-frame and horizontally, the K Series engine means the crankshaft runs in the same direction as the drive. Nothing new in the car world but on a four-cylinder motorcycle a distinct novelty

IT IS always a mistake to label anything in motorcycle engineering innovative. History has a nasty habit of throwing up an Arnold Sidebottom who tried such a device on his Spagworth Special of 1903. However, as far as modern motorcycles go, the engine set up of the new K series models from BMW, the West German automotive group, is unique.

It is a water-cooled 1,000 cc in-line four-cylinder unit and is the first all new bike engine

designed by the company in over 60 years. Where it breaks with convention is that it runs longitudinally and horizontally within the bike's frame rather than at right angles to the direction of travel and upright in position, as is more usually the case with multi-cylinder machines, particularly those from Japan.

There are three distinct advantages of the BMW design. By producing a lower centre of gravity it improves handling of

the motorcycle, and with the crankshaft running in the same direction as the driveshaft it avoids power losses as a result of deviations. Also, the horizontal position on the engine makes for easier maintenance. Spark plugs, valves or injection nozzles are easily accessible, without the usual removal of the fuel tank, and the crankshaft, pistons and connecting rods can be worked on without rearing the engine from the frame.

developed "ski lift" conveyor system with 165 self-propelled, electrically driven hangers which pivot through 360 degrees and can be adjusted for height to save workers bending and stretching.

Before assembly the system is programmed with a code number containing the model desired. This determines, via a process-control computer, the path to be taken and the stations to be visited. Thus both the company's flat-twin engine machines and the new K100s can be produced on the one line.

mounting flange and the pump casting are machined fully automatically and in any sequence by a total of 156 tools. In the process, torrents of cooling lubricant douse the tool and workpiece. In aluminium machining alone 32,000 gallons of emulsion are in circulation and about 450 kg of aluminium chips are filtered out daily. Valve seats and valve guides are then cooled in liquid nitrogen at -170°C and are automatically pressed into the cylinder heads.

The electroplating departments, hitherto involved only in chrome plating, now assists in

engine construction. It, too, is fully automated and K100 one-piece aluminium engine blocks are given a 0.1mm running surface of nickel and silicon—a world first for a multi-cylinder in-line motorcycle engine.

Robots only appear at engine assembly where many-armed screwdrivers converge to tighten nuts and bolts to a defined torque. It takes about two hours to assemble a K100 engine on the variable-speed revolving line from which a finished unit emerges every five-and-a-half minutes.

At the heart of the final motorcycle assembly is a newly

STC SIGNS AGREEMENT WITH CCI Short cut to office automation

BY GEOFFREY CHARLISH

HAVING CUT its teeth with U.S. company Computer Consoles Inc (CCI) in a £25m British Telecom contract to computerise the UK directory inquiry service, Standard Telephone and Cables is now to use the U.S. company's products as a short cut into the office automation business.

STC Business Systems has signed a UK-exclusive distribution agreement with CCI and will deploy £4m of the U.S. company's equipment over the next 18 months.

The new system is called STC 6600 Officepower and consists of a processor that can handle up to 16 terminals at a cost of about £72,000. The software can handle all the usual office tasks including typing/word processing, filing, internal mailing, copying, phone messages and scheduling meetings.

Mr Steve Kane, business manager for communications systems in STC Business Systems, says that the company is "the first UK telecoms supplier to offer a competitive product, realistically tuned to users' needs, within an area so far dominated by data communications and word processing companies."

An interesting aspect is that the system can be installed

quickly with a minimum of disruption by using existing telephone wiring. Small electronic boxes called "Datagates" link the workstations to the phone points, processing the information entering and leaving the network. The telephone can be used, alternatively, at the same workstation. Digital and analogue PABXs are catered for.

Officepower is UNIX based, giving access to growing amounts of software, and, says STC, is designed by office

people for office people—"not by programmers for boffins"

The system provides plenty of help for users, with "soft" keys whose meanings change according to the program activity in use. Anyone can log into any terminal in an office, and the system has been designed for the typical working environment where there are constant interruptions and job changes.

If, for example, a user is doing word processing, the task can easily be suspended in

order, say, to create and send some electronic mail—the system will return to the original task afterwards. STC says Officepower is equally at home on the desk of the executive, secretary, clerk, or WF operator.

At the moment the system will not communicate with a mainframe, but the facility will be developed by the summer, as will a connection to the company's message switching systems.

STC claims that the word processing facilities on the 6600 are "as good as those offered by most dedicated word processing systems." Documents can be filed electronically for recall by name or any other key word. There is an archival filing system with a separate index.

Officepower 6600 uses the Motorola MC 68000 processor with 32 bit addressing. A Winchester disk or magnetic tape are integrated into a single sub-system able to serve up to 16 devices (terminals or printers). The basic system uses a 35 or 70 megabyte drive, 20 megabytes of streamer tape and one megabyte of main memory. Expansion allows up to 4 MB of memory and three Winchester. More on 01-235 9047.

TANTUS TAKES COMPUTERS INTO DEALING ROOMS From bookies to banks

THE FIRST job Tantus Microsystems had was to install a computer system at a bookies headquarters to keep track of telephone bets. Now it is aiming at the world of finance with a system already operating at the European Banking Company's office in London.

The Tantus system does not use keyboards—but an electronic pad and magnetic stylus for entering data. So that the system is aimed at people who are not familiar with keyboard layouts—and don't want to learn.

money world was also an ideal market for its technology. In January a money dealing system went on-line at the European Banking Company. It allows foreign exchange deals to be entered quickly into a computer with instant information on the dealer's position. This is important as it tells the dealer how much money he is making on the markets. A dealer may have only five seconds to complete a deal.

Several years ago, the European Banking Company, which is owned by several major European clearing banks including the Midland in the UK, decided to try and find a suitable computers system which could carry out deals as quickly as writing them down. It tested a voice response system which could recognise an individual's speech and make the deals according. But it could not work in practice because of the raised dealer's voices during

busy trading times could not be understood by the computer. So there has been reluctance to produce new technology until Tantus came along. Already three dealers' desks have been converted to the Tantus pad at a cost of £17,000 each and more are planned. Other financial companies have also expressed interest in the system. EBC has also taken a 5 per cent share in the computer company. Reuters and another company have developed such systems too.

Tantus was set up in 1978 with Mr Basil de Ferranti, better known with the rather larger Ferranti group, as chairman and Mr Derek Eldridge as a director. Last year Mr de Ferranti's son, Adrian left his city job to become an executive director. The company is still small employing about 18 people and a turnover approaching £1m.

ELAINE WILLIAMS

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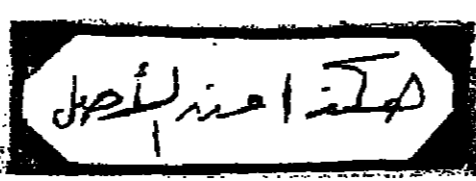
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The Code of Practice is a set of recommendations and guidance on how racial discrimination in employment can be avoided. It stresses the close link between good employment practice and equal opportunity. It contains general advice on the policies that are needed and detailed recommendations on ways of preventing discrimination as well as outlining those steps which can have a positive impact on equal opportunity.

In passing the Race Relations Act 1976, Parliament empowered the CRE to draw up a Code of Practice for Employment, and the Code has been approved by Parliament. It came into force on 1 April 1984.

The Code recognises that some of its provisions may need to be adapted to particular circumstances but makes clear that any adaptation should be fully consistent with its general intentions.

In the words of the Introduction to the Code, it 'does not impose any legal obligations itself, nor is it an authoritative statement of the law — that can only be provided by the courts and tribunals. If, however, its recommendations are not observed this may result in breaches of the law where the act or omission falls within



any of the specific prohibitions of the Act. Moreover its provisions are admissible in evidence in any proceedings under the Race Relations Act before an Industrial

Tribunal and if any provision appears to the Tribunal to be relevant to a question arising in the proceedings it must be taken into account in determining that question.'

“ The fact is that racial discrimination and racial disadvantage are a daily reality for far too many black and brown people in this country. This is disgraceful, not least because it is by no means what is desired by the majority of the population of these islands. But the reality remains. It is a hard fact that ethnic minorities suffer disproportionately from unemployment; there is incontrovertible research evidence, to back up individual experience of discrimination in recruitment or selection.’
Rt. Hon. Leon Brittan, Home Secretary speaking in Bradford July 22, 1983

‘Racial bias is bad business’.
Financial Times, October 5, 1981

‘Our position on equal opportunity is quite clear. Equal opportunity is good for business. Aside from ethical/moral considerations — under utilising available talent is bad for business and bad for profits.’
Paul J. Roots, Industrial Relations Director Ford Motor Company Ltd June 25, 1982

CODE OF PRACTICE = EQUALITY AT WORK

The following 73 employers who together employ some 2,300,000 employees and 23 trades unions who represent over 5 million workers have subscribed their names to this commitment to make equal opportunity a reality.

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- Banks and Miles Design Consultants
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- The Boots Company PLC
- Borough of Watford
- Borough of Milton Keynes
- British Gas Corporation
- Brook Street Bureau plc
- Cabinet Office
(Management and Personnel Office)
on behalf of the Civil Service
- Central Independent Television plc
- Cheshire County Council
- Cleveland Transit
- City of Glasgow
- City of Gloucester
- City of Manchester
- City of Nottingham
- City of Peterborough
- Corah plc
- Dudley Metropolitan Borough
- The Electricity Council
- Ford Motor Company Limited
- Greater London Council
- Greater Manchester Passenger Transport Executive
- Hertfordshire County Council
- IBM United Kingdom Limited
- Imperial Chemical Industries plc
- Independent Broadcasting Authority

SAY YES TO EQUAL OPPORTUNITIES WE HAVE!

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- Leicester City Council
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- The Littlewoods Organisation
- London Borough of Barnet
- London Borough of Brent
- London Borough of Camden
- London Borough of Greenwich
- London Borough of Hammersmith and Fulham
- London Borough of Harrow
- London Borough of Hounslow
- London Borough of Lambeth
- London Borough of Lewisham
- London Borough of Newham
- London Borough of Richmond Upon Thames
- London Transport
- Marks and Spencer plc
- Massey-Ferguson Holdings Limited
- Metal Box plc
- Metropolitan Borough of Wolverhampton
- Middlesbrough Borough Council
- Midland Bank plc
- National Bus Company

- National Westminster Bank plc
- Oxford City Council
- Paddington & North Kensington Health Authority
- The Post Office
- The Prudential Assurance Company Limited
- Reading Borough Council
- Rothmans International
- J Sainsbury plc
- Scottish and Newcastle Breweries plc
- Shell UK Limited
- Slough Corporation
- South Birmingham Health Authority
- South Yorkshire Passenger Transport Executive
- Strathclyde Regional Council
- Tesco plc
- Thames Television Limited
- TSW — Television South West Limited
- Tyne and Wear Passenger Transport Executive
- Unilever UK Holdings Limited
- United Biscuits (UK) Limited
- Walsall Metropolitan Borough Council
- West Midlands County Council

Trade Unions

- Association of Professional, Executive, Clerical & Computer Staff (APEX)
- Association of University Teachers (AUT)
- Amalgamated Union of Engineering Workers — Technical, Administrative and Supervisory Section (AUEW-TASS)
- Banking Insurance & Finance Union (BIFU)
- Confederation of Health Service Employees (COHSE)
- Council of Civil Service Unions
- General, Municipal, Boilermakers and Allied Trades Union (GMB ATU)
- National Association of Schoolmasters — Union of Women Teachers (NAS/UWT)
- National and Local Government Officers Association (NALGO)
- National Association of Teachers in Further and Higher Education (NATFHE)
- National Union of Journalists (NUJ)
- National Union of Public Employees (NUPE)
- National Union of Railwaymen (NUR)
- National Union of Tailors and Garment Workers (NUTGW)
- National Union of Teachers (NUT)
- Transport and General Workers Union (TGWU)
- Union of Shop, Distributive and Allied Workers (USDAW)



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FINANCIAL TIMES SURVEY

Monday April 2, 1984

British companies are believed to have spent about £100m last year with public relations consultancies whose fees received have trebled in three years. The recession has even resulted in a mini boom for PR services

Public Relations



By DAVID CHURCHILL
Consumer Affairs Correspondent

THE PUBLIC RELATIONS business in Britain is booming. While everyone — including many of those in the PR world themselves — had expected the recession to take its toll, the position is exactly the reverse. The public relations consultancy business is, admittedly, still in its infancy — about the position the advertising agency sector had reached in the mid-60s — but it is catching up with the adworld fast.

Tony Good, chairman of the Good Relations Group, which is the main PR consultancy to have a full Stock Market quote — it published its annual results last week — suggests that "the gap between us and advertising agencies is closing almost every day." He believes the top PR consultancies are now perceived by the City and major companies "in the same light as the leading advertising agencies."

£1m a year

"The PR business has never had it so good," says Bruce Clark of Communications Strategy. "Six-figure PR budgets are no longer the rarity they once were." The top dozen PR consultancies are estimated to have notched up fee incomes of more than £1m last year.

are probably as many reasons advanced for this state of affairs as there are PRs, but most include:

● Last time round, companies cut advertising and public relations spending and lost market share. So during the current recession, spending to support brands has remained strong. "Tougher competition has meant increased marketing," says Reginald Watts of Burson-Marsteller, "and the cost effectiveness of PR has become increasingly clear."

● Other media costs, especially the cost of television advertising, have risen sharply. "Companies are discovering that public relations can provide a more effective programme for communicating a message at a cheaper cost than advertising," says Ann Wright of Welbeck.

● The growth in available media — such as Channel Four and two breakfast television programmes — is boosting public relations. "The fragmentation of this media gives public relations consultancies more opportunities to get their message across to a specialist audience — and that makes us more cost effective," says Adele Biss of Biss Lancaster.

● The structural changes in manufacturing industry during the recession have also boosted the use of PR. "As companies have had to close down plants and pull out of markets, so they have turned to PR to help get their reasons across to employees and the public," says Terence Franklin of Hill and Knowlton. "Similarly, as new businesses have sprung up then there is a need for PR to make people aware of them."

● New businesses that have turned to PR for the first time include the financial services sector. "The rapid changes in the financial services industry, both in the UK and internationally, are providing financial public relations consultancies with the biggest challenge and opportunity they have had since the 'secondary' banking boom in the early 70s," says Roddy Dewe of Dewe Egerton.

● The spate of contested merger bids in recent years and the growing popularity of company launches on the Unlisted

Securities Market has also given PR consultancies that speciality in this area a major boost.

● The impact of EEC and Westminster legislation on how a company operates is gradually gaining recognition. "The interface between industry, commerce and government has become much closer, but still two many industries are only waking up to a problem when they've already got one," says Douglas Smith of Political Research and Communications International.

● Other growing areas of public relations activity include the travel business. "Many small to middle range travel companies who in the past may have considered PR beyond their budget are now talking to us," says Jim Dunt of Travel Press Service. He also points out that with the growth of the home video market and the "rebirth" of the British film industry, "our expansion into the field of entertainment PR two years ago after a slow start is beginning to pay off."

● The end of the recession is helping those agencies with a number of consumer goods clients. "We've noticed a turn up in this type of business," says Ann Wright of Welbeck. "There are a lot of lapsed consumer goods companies coming back into PR," adds Adele Biss of Biss Lancaster.

With such a plethora of reasons for good business, it is small wonder that most public relations consultancies are becoming bullish about the future. But, as Tony Good of Good Relations points out, the

biggest threat to the boom continuing is for companies to receive below standard public relations advice. "There is great difficulty in getting the right type of talent from within the business," he says. "The industry will have to recruit from senior management in major organisations and with other professional skills."

Reggie Watts agrees that the "big problem is how to meet the growing demand for public relations services." Burson-Marsteller, like a number of large agencies, is busily re-

cruiting from other specialist professions, such as the law, accountancy, and medicine. But Watts also feels there is a "need for consultancies to improve the analytical aspect of their work to give clients the best service."

The consultancies, however, are also concerned about improving the education of clients and prospective executives. "There is a need to design a crash course of education for young graduates in the techniques and skills of PR," says Douglas Smith, chairman of the PRAA as well as a public affairs PR.

Education of clients is equally important in the opinion of many consultants. They feel there is insufficient awareness of the true cost of a PR operation. "Fee levels must be right if we are to provide a good service and make a profit," says Susan Mourgue of Communications Strategy. "Even an £85,000 account can end up being subsidised by two or three smaller accounts."

A survey of top marketing executives by Paragon Communications uncovered a lack of realism about the cost of PR, with 53 per cent of those surveyed saying they would expect to spend £20,000 or less on the annual PR for a product or brand.

The question of how PR consultancies charge their clients is an emotive topic in the business and of more than passing interest to the companies they handle. One irritation to many companies is the commission added to print and other expenses incurred by the consultancy on a particular campaign. This is normal practice in the advertising industry and has been used by many consultancies. Welbeck, however, is one of the few which charges a client the exact cost of direct expenses without any commissions on top. "This helps clients with their budgets," points out Welbeck's Ann Wright.

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they argue, so why not PR professionals.

Another concern is the rising cost of pitching for accounts: some consultancies, like advertising agencies, are now refusing to pitch for accounts but prefer, instead, to let their record speak for themselves. Others are seeking rejection fees although these, ranging from £500 to £5,000 rarely cover an agency's investment in the pitch.

Even though PR in the UK still has plenty of scope for organic growth — more than half the marketing directors contacted in the Paragon survey felt that PR would gain in importance in the future — the industry is already casting eager eyes on Europe and elsewhere.

More than one consultancy has its expansion targets set on acquisition of a continental PR consultancy, while the PRAA is determined to establish a European association of consultancy groups.

Grand ambitions perhaps, for an industry which is still establishing itself in the UK, but the buoyancy and optimism in the PR business at present is hard to deny.

THE QUESTOR COLUMN

Tilling holders should vote BTR

By Tom Kyte

A COUPLE of weeks ago this column played the BTR "what if" game to work out the stock market taking BTR would be able to sustain its successful

time the company made its idea have focused attention WALL STREET JOURNAL has been down side back in April its squarely on industrial holding far less than feared and FT has enjoyed both value and circulation growth in the United States.

ST. JOHN'S... feasible result.

A higher profile for expanding 3i

For a body which has £2 billion in British companies of every size, investors in industry needed remarkably keeping

Fisons first major U.S. acquisition

Fisons, the UK group which board CMS borrowings of about \$220m a year by Mr Wallace. The deal boosts Fisons' scientific manufactures agrochemicals.

HOME NEWS

BA 'is poised for take-off into private sector'

By STUART TROTTER
BRITISH Airways was yesterday "poised on the runway for take-off into the private sector," in the words of Transport Minister Mr. Nicholas

Accept BAT offer, says Eagle Star

By Ben Laurance, Business Correspondent

...the large share insurance company, only to see it market

Michael Page's move to the USM Rapid expansion into financial appointments

Michael Page, the inter David Eatin the third execu Michael Page "made pre-tax commission rates, 20 per cent at

This time, our clients are doing some PR work for us.

During the last year we have advised on takeovers, mergers, annual results, privatisation. We have acted for BTR, 3i, Fisons, British Airways and Eagle Star. We helped bring Michael Page and others to the USM. And we helped more than 40 other clients on a whole range of corporate issues.

FOR FURTHER INFORMATION OR A COPY OF OUR BROCHURE CONTACT RICHARD SERMON AT SHANDWICK CONSULTANTS LIMITED, DAUNTSY HOUSE, FREDERICKS PLACE, OLD JEWRY, LONDON EC2R 3AB. (01-726 4291) OR PETER GUMMER. (01-491 4566). Shandwick

PUBLIC RELATIONS II

Antony Thorncroft looks at the reasons for the shift from in-house PR to consultancies

Broader range of experience pays off

THE GROWTH in public relations in recent years has been quite remarkable. Its activities might have started at a very low base, and there are still many large companies who are suspicious of its contribution...

This broader range of experience is outside the competence of most internal PR departments. In effect what has happened is that companies have tended to reduce their own PR personnel to a fairly small core...

of PR consultants and to realise that by going outside they are probably getting a wide knowledge and the benefits of accumulated expertise.

Advantage

There might also be an element of "me too" about the process, a copying of competitors, but in the main, at relatively little cost, it is a well-proven, tried and tested method.

ings of conventional PR support for the marketing effort. This is the experience of a company like Reed International. The head of communications, Barry Powell, says, "I might be using up to 20 PR consultancies (some of them one-man specialists) at any one time, most dealing with in-house PRs spread through the numerous subsidiaries of this conglomerate."

of experienced public relations consultants to advise companies, at the very highest level, on their corporate image, on staff relations, on Government legislation or the EEC, still the bread and butter contact is between the internal marketing director and a PR executive of a consultancy.

Arm's length

For all its recent growth there is one area that keeps the PR consultancies at arm's length - local and central government. Semi-official bodies, like the newly-formed Historic Buildings Commission, will recruit a PR consultancy to support its marketing drive, but Government, at all levels, relies on in-house personnel.

But the surprisingly high salaries commanded by public relations executives is a reflection of the higher status accorded them by business. For some it has brought the confidence to offer a complete service.

Carole Deighton, managing director of Munro Deighton, finds her company taking over the entire PR function, answering directly to the chief executive of a client. Anyone acting as a go-between, even an experienced public affairs manager, is in danger of communicating just one point of view, perhaps just the marketing stance.



CASE HISTORY:

PARAGON/STOWELLS OF CHELSEA

Boxing clever with wine

STOWELLS of Chelsea's Wine Box is among the top three selling branded wines in the country, less than three years after its launch. Its sales in value are around £80m a year. It was marketed by Whitbread, which owns the line, without advertising, but using the public relations firm of Paragon.

and radio feature programmes were persuaded to publicise the wine that accounted for all the sales expansion in the wine trade.

The inevitable research showed that the target AB drinkers were mature enough to recognise that the wine was good despite its unusual packaging and that repeat purchases were high. But then criticism of boxed wine (at one stage there were over 150 competitive brands) had leaped into the market in the press seemed to threaten the boom.

Conference Paragon advised Whitbread not to respond to the criticism but instead to hold a major press conference to talk about its success and future plans.

Another important task has been to persuade the on-trade to stock Wine Box. Licences have traditionally been precious of wine because of its heavy wastage but through a magazine entitled Wine Post which gives simple guidance on what wines to stock and how to sell them some of this prejudice has been broken down.

Stowells has also been to the fore in standardising the "wine glass", concentrating on a 125 ml measure which fits in well with the contents of the Wine Box.

This heavy PR activity has enabled Stowells to hold on to the Wine Box name, to protect it from competition. It has, in effect, become the generic name for all boxed wines.

It is now facing own label competition but with only 50 per cent distribution to date, the on-trade still in the early stages of exploitation, and many new varieties of wine to be developed, the potential remains enormous.

CASE HISTORY: STRAND PR/ARA SERVICES

The Olympics link proves fruitful

THE OLYMPIC GAMES will obviously be one of the most important global events of the year; it must have a public relations pay off. Strand PR has found one.

When 13 of them were training in Bedfordshire recently local ARA customer Barclaycard arranged for lunch boxes to be delivered. Anglia TV and six local papers covered the story. The cost to the company was just £23.

Adopting an athlete appeals to clients, and also to the client's workforce who probably, for the first time, are made aware that ARA is providing its catering facilities. The sponsorship of the athletes, training sessions widens the opportunities for publicity, especially as the lunch boxes are packed close to the type that the athletes will receive in Los Angeles.

Emphasis on diet

The whole programme was launched at a Wembley Press conference (the stadium is another client) under the Olympic banner of the 1984 Games. The emphasis was put on the diet that heavyweight athletes require and this approach attracted extensive TV and radio coverage.

tal staff; and Olympic participants, who, ideally, should go to Los Angeles feeling good about the company feeding them there.

Apart from the publicity that can be directly generated from the Olympics link (which provides a rare opportunity for a business in basically a rather unglamorous and anonymous field to attract attention) ARA can also exploit the spin off effect.

For example, when it won the contract to act as consultant on catering for the estimated 3m visitors to the Liverpool Garden Festival ARA was referred to as the "Olympic caterers." It is a tag it will be happy to keep.

The Olympics also provides opportunities for public relations staff competing with tickets to the games as prizes, exploitation of the Olympics logo - for which the company paid - for which £10,000 towards the British Olympic Fund, and spin off into the most effective public relations programme. They can often provide the personal entrepreneurial services that seem to have lost sight of.

A.T.



The three athletes (right to left) shot-putter Mike Winch, shot-putter Judy Oakes and hammer-thrower Martin Girvan ready to make a meal of the 3,000 calories worth of food on the table which illustrates the daily consumption of an athlete at the heavier end of the scale at the 1984 Olympics. ARA will be feeding and transporting the Olympics at the summer games in Los Angeles

Guide to choosing a consultancy

CHOOSING a public relations consultancy is no easy task, as many companies have found to their cost. Not surprisingly, given these difficulties, companies often turn to traditional areas of support such as advertising agencies, which generally have an associated public relations consultancy to handle the business.

only one or two people - and some potential clients may shy away from putting themselves into such specialist hands. But in a fast growing industry many small operators may offer the most effective public relations programmes. They can often provide the personal entrepreneurial services that seem to have lost sight of.

attention you would give to choosing an advertising agency, picking for a large advertising budget. Do not delegate it to a junior manager to sort out.

7 - The actual presentation of proposals will be the culmination of intensive work and research, blending basic techniques with creative ideas. However, do not judge the presentation solely on its creative content, since in the course of conducting further research the consultancy may want to develop the programme further and even modify its objectives prior to implementation.

Advertisement for Nicholas Mendes & Associates Limited. Text: "If you have an outside PR firm, FIRE THEM..."

Advertisement for MPR (Marketing Public Relations). Text: "Effect is shattering" We asked our clients to comment on using MPR as their consultancy...

Advertisement for PRCA (Public Relations Consultants Association). Text: "from effective COMMUNICATIONS" Registered Public Relations Consultants, members of the Public Relations Consultants Association, bring high professional standards to help you meet all your communications needs.

Handwritten signature in Arabic script: "David Churchill"

PUBLIC RELATIONS III

Growth in corporate and financial sector

STOCKBROKERS, merchant banks and other City institutions have not been alone in enjoying the fruits of a rising tempo in company takeovers, share flotations and other developments like the Government's privatisation of various bits of nationalised industry.

Corporate and financial public relations has also been a major beneficiary. The more established consultancies have grown much bigger, some newer ones have established niches which are proving substantial and there has been a proliferation of "one man bands."

Along the way corporate and financial PR, perhaps more than any other branch of PR, has gained a degree of acceptability and respectability exemplified, not least, in the astonishingly high share ratings employed by Good Relations on the Stock Market and, most recently, Valin Pollen on the Unlisted Securities Market.

In the process, also, differing views on the role of financial and corporate PR have become more defined - ranging from those who believe it can assume an advisory role in company boardrooms on a par with merchant banks to those who argue that, though it might be in the boardrooms that PR policy is finally decided, its function is basically to improve communication.

The broadening of the base of PR activity, now taking in parliamentary PR design and the more traditional advertising function, has prompted restructuring; witness the re-emergence of the PR and advertising activities of the Charles Barker Group under the one banner of Charles Barker City after many years apart. Others, like the previously low-profile Streets Financial, have begun to adopt a more aggressive profile as the more audacious youngsters, like Valin Pollen, regarded by some as still essentially an advertising agency with financial and corporate PR thrown in - grab the headlines in what has become a much more open and competitive world.

Undoubtedly, the competition for business is greater than just a few short years ago. Tacit alliances between consultancies and stockbrokers and merchant banks, for example, are no longer the bond they

once were. So takeover or new business which might once have automatically been handled by a PR consultancy close to a particularly up competitive tender - the "beauty contest" as it is known.

More awareness

This, according to Alastair Campbell-Harris of Streets is partly a reflection of the growing awareness of companies of PR. Instead of leaving choice of PR to their advisers they more frequently make their own choices. None the less, he feels it is a beneficial stimulus and good for the industry's development as a whole.

Maureen Smith, group managing director of Good Relations suggests that corporate and financial PR is expanding "because business has a growing need to communicate." A spate of legislation in the 1970s, the increasing power and speed in having its directors responsible for all activities when dealing with clients; Good Relations, in contrast, splits activities among subsidiaries, each with its own senior director.

Taking a different view on structure among the biggest PR agencies is Shandwick, the only one among the top three or four which has to date shunned advertising. Peter Gummer, Shandwick's chairman, reckons that for most of its competitors advertising has been a "bolt on" activity. Instead, he reckons development beyond PR should be on a "supermarket" basis - that is a very broad range of activity which includes not only advertising, but design, market research, direct mail and other related services.

And if this critical assessment were not enough, Mr Gummer will also not endorse himself to his competitors with the view that PR firms are not suited to going public - such a route defects senior management from what it does best, he argues - and that the two which have gone public are unattractively priced - "I simply do not believe that it is right or sensible, when you look at the sensitivity of client/agency relationships, to price agencies at 40 or even 30 times earnings," he says.

Whereas financial PR was once primarily the business of

making introductions between company and journalist or making sure press releases were issued, the PR consultant is now frequently part of a senior corporate team.

Keith Payne, deputy chairman of Charles Barker City sees the need for a broader range of resources to achieve this. "There is," he says, "now a much greater call for planning, research and testing of the water before proposals are presented to a company."

If the base of corporate and financial PR is broadening, so is the range of people being attracted to the industry. Today, instead of a mix of ex-advertising people and ex-journalists most consultancies can sport anything from chartered accountants to lawyers, analysts, chemists and engineers.

Despite the many similarities between agencies, all endeavour to highlight their differences. Valin Pollen sees its strength in having its directors responsible for all activities when dealing with clients; Good Relations, in contrast, splits activities among subsidiaries, each with its own senior director.

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Nicholas Leslie



The outcome of a successful campaign. The duty free area at Gatwick Airport, no longer under threat

CASE HISTORY: OGLIVY & MATHER/NIREX

Frank talk on nuclear waste

OGLIVY & MATHER Public Relations handles what must be one of the trickiest consultancy accounts in the UK. Its client is NIREX, the Government appointed Nuclear Industry Radioactivity Waste Executive whose task is to find sites in the UK for the disposal of nuclear waste and to win over the local population to the endeavour.

Apart from the challenge, it is a large account - around £250,000 was spent last year, and the fee income is considerable. It also should provide longevity - it will take at least five years before the waste is disposed of at the first selected sites near Billingham in the north and Bedford in the south. In that period it is the task of Ogilvy & Mather to counter public fears and ignorance about nuclear waste disposal.

So since November 1983 the PR company has attempted to ensure that the NIREX case is given a fair hearing. It does not deal directly with the press; NIREX has its own department for this and agrees that it would

look bad if it did not speak for itself in this area.

Ogilvy & Mather has concentrated on Billingham and Bedford, producing both a newspaper, modelled on the popular tabloids, which has been delivered to every household, and a film for showing at public meetings in halls and community centres.

Communicating

As in most PR the consultancy started by commissioning research to convince its client just how ignorant people were about nuclear waste disposal and how off-putting was the industry's technical approach to public relations. Everything now is concentrated on communicating with the public on easy terms; a short cartoon is the latest completed PR tool.

About 70 per cent of Ogilvy & Mather's work is at the local level. Nationally it is attempting to influence opinion formers, in particular MPs and local authority planning bodies. It

has also (unusually for a PR firm) commissioned advertising, initially a local Press campaign but with plans for national advertising. In six months' time more research will be undertaken to measure any shift in attitudes on the topic.

By being open and frank, Ogilvy & Mather believes that it is starting to wear down its opponents. It does not believe it is worth entering into arguments with committed environmentalist groups like Friends of the Earth, but it knows that there are still major battles ahead, with powerful interested groups, like the trade unions, and with public opinion at large when the local planning inquiries start at the selected sites.

It is training NIREX executives in media communication, but the biggest battle will be to win over the support of the man in the street in Billingham and Bedford.

Antony Thorncroft

CASE HISTORY: POLITICAL RESEARCH & COMMUNICATIONS/BAA

The battle for duty free goods

POLITICAL public relations is one of the fastest growing sectors in the industry. Although, in theory, the Government is pledged to get off the back of business, in practice, every year many companies find their profits undermined by new legislation, or the threat of new legislation. In the background is the EEC with its propensity to meddle.

It was the EEC which gave the British Airports Authority a terrible fright when it seemed as if it might legislate against duty free goods: duty free transactions inside the EEC contribute £20m in revenue each year to the BAA, and losing this income would have proved disastrous.

So when the threat suddenly emerged the BAA called in Political Research and Communication, the political PR specialists run by Douglas Smith.

Many top civil servants in the EEC are against the whole concept of duty free goods. They see them as an anomaly in the drive towards a European customs union.

They were given the opportunity to put pressure on for the abolition of duty free when a German supermarket chain appealed against the operation of "butter boats" ships that sailed into the North Sea and sold dairy products, as well as drinks and cigarettes, to passengers once outside the German territorial limits.

This case raised the whole question of duty free, but indirectly, and the BAA was worried that without energetic lobbying the case in favour of duty free transactions might go by the board.

PRC was employed late in 1981. It always tries to get its clients to lobby for themselves (but acting on PRC advice) and it was fortunate that the head of marketing at the BAA, Philippe Hemon, was bilingual in French and English and an effective communicator. It sent BAA executives to Brussels to

talk directly to the EEC civil servants.

It also arranged meetings with the relevant Commissioner. Mr Christopher Tugendhat. But as well as these obvious forms of communication it widened the protest, drawing in on the side of the BAA all those airlines and airports across the EEC who would be affected by the loss of this business.

Euro MPs who had ports in their constituency, or manufacturers of perfumes or confectionery sold at duty free shops, were approached and persuaded to raise the issue in the European Parliament. By the end there were 7,000 on the mailing list.

Threat removed

As in UK lobbying, the company believes in mobilising the relevant Euro-MPs rather than approaching the lot. It also had the matter raised in the House of Commons and got a written reply from the Prime Minister supporting duty free.

What the campaign wanted was a re-drafting of the existing law, which was ambiguous, and a clear affirmation of the status of duty free. The success of the drive not only removed a threat but also entrenched the change in legislation.

Of course the press was also brought in, making the point that the 11m people who flew between the UK and the EEC each year would be affected. The overall implication was that with EEC elections coming up, and the Community none too popular, anything which directly affected the pockets of the most influential group in the Community would be a disaster for its future.

This year the enigmatic legislation has been re-drafted and duty free has been saved. The cost to the BAA in consultancy fees was above £30,000, a very small price to pay against future profits.

A.T.

Companies and Billings

The following is an alphabetical guide to members of the Public Relations Consultants Association

Table with columns for Company, Base, and Billings (1 up to £50,000, 2 £50,000-£100,000, 3 £100,000-£250,000, 4 £250,000-£500,000, 5 £500,000-£1m, 6 over £1m). Lists various PR firms and their locations.

Advertisement for Dewe Rogerson featuring a cartoon and text: 'STOP ME AND BUY ONE! CLIVE'S ONE-STOP FINANCE Est. 1850' and 'HE'S ON THE RIGHT LINES CARSWELL, BUT ON THE WHOLE I THINK DEWE ROGERSON COULD HELP HIM A BIT!'.

Text advertisement for Dewe Rogerson: 'For fifteen years Dewe Rogerson has been quietly building a reputation in the financial and corporate world. Our success is based on understanding, commitment and excellence of execution in every major communication technique. With all these services THE ONE-STOP AGENCY FOR A ONE-STOP WORLD. effectively with our clients to develop and implement agreed strategies using whichever blend of public relations, advertising and marketing will work best. It's an approach that has worked well for our clients and for us. And now, in a world which is rapidly building one-stop financial services, it makes even more sense to have a one-stop agency. Please contact David Pollock. Dewe Rogerson FINANCIAL AND CORPORATE COMMUNICATIONS 3 1/2 London Wall Buildings, London Wall, London EC2M 5SY. Telephone: 01-638 9571.'

FINANCIAL TIMES

BRACKEN HOUSE, CANNON STREET, LONDON EC4A 4BY
Telegrams: Finantimo, London PS4. Telex: 8554871
Telephone: 01-248 8000

Monday April 2 1984

First step to CAP reform

THE FARM PACKAGE framed by the agricultural ministers of the European Community over the week-end was roundly welcomed, on two counts in particular. First, the measures agreed represent a major first step, in principle, towards a long-overdue reform of the ruinously expensive Common Agricultural Policy (CAP). Second, the painful arguments over the farm policy have been a serious obstacle to a settlement of other contentious issues on the table in Brussels. Now that this obstacle has been cleared, the member states have no excuse for not settling the biggest remaining problem—the mechanism for reducing Britain's excess contributions to the Community budget.

The farm package is, of course, far from perfect. As so often in the past, the farm ministers have reached agreement by making concessions to each other, at the expense of consumers and taxpayers. In the case of the dairy sector, the most expensive chapter in the farm policy, they reached agreement by setting a ceiling for milk production significantly higher than that proposed by the European Commission and by making special concessions to the Irish milk producers, who play such a large part in the Irish economy.

Guidelines for removing bias

IT IS RIGHT that discrimination against ethnic minorities should be tackled vigorously, and that employers should be in the vanguard. One of the effects of high unemployment is to throw into sharp relief the particular disadvantages suffered by ethnic minorities, especially blacks, in the jobs market. Not all of this need necessarily be ascribed to the effects of discrimination: cultural, linguistic, religious and geographical barriers will play their part. But there is now too much evidence in existence for us to ignore pointing to the continued and tenacious existence of discrimination and racially biased attitudes. The problem has an obvious moral dimension for those who believe in equality of opportunity: but the case is broader than that. A society which invited large numbers of immigrants to take up low-paid jobs in the 1950s and 1960s has a continuing duty to encourage their integration and that of their descendants within that society: a liberal democracy has a predisposition towards such integration in any case; and the self-interest of those who live and work in the big centres of immigration dictates that the sources of racial unrest—so obvious in South London, Bristol and Liverpool in 1981—be found and blocked off.

Good practice
Therefore the Code of Practice published today by the Commission for Racial Equality, aimed at the elimination of racial discrimination and the promotion of equality of opportunity in employment, is to be welcomed both in principle and in practice. Based on the 1976 Race Relations Act, it cannot itself impose legal obligations but may be taken into account if proceedings are instituted under the Act: essentially, it lays down good practice for employers, unions and workers to follow.

AS THE latest rumblings in Argentina show, the world debt crisis is far from over. But if the much-predicted storm does still break, the big international banks will be better equipped to deal with it than they were in the summer of 1982 when the trouble started.

Of course, the repudiation by a major Latin American creditor of its multibillion dollar debts would deal a crippling blow because of the sheer size of the sums involved. But the glossy 1983 bank annual reports now dropping through shareholders' letter boxes show that bankers have strained—not without some bullying by their supervisors—to get their finances into better shape: for the first time in recent memory, balance sheets are getting stronger rather than weaker.

Profits are rising, and the banks' reserves against loss are the most thickly padded they have been for 10 years. A note of optimism was sounded in the Bank of England's latest Quarterly Bulletin which said: "New money will continue to be needed by a number of countries; but as long as this is proportionately less than the increase in banks' capital, the vulnerability of banks to problems in these countries will gradually fall."

As a U.S. banker put it: "We're starting to grow round the problem." There are exceptions to the brighter picture, of course. But ironically, they have names like Crocker in the Square and Schroeder Muenchmeyer Hengst rather than Brazil and Mexico. Even the Thatcher government's Budget blows which will force UK banks to find over £10n in taxes they never expected to pay show that bankers' biggest problems can still spring up uncomfortably close to home.

By adding the sting of the crisis has stirred the debate over how best to supervise large banks. The key question now is whether supervisors in the major industrialised countries can harmonise banking standards so that there are no weak links in the chain.

Biggest strides have been made by the U.S. banks whose \$120bn loans to the Third World make them most vulnerable to crisis among less developed countries (LDCs). The big 17 international banks all met—by the deadline of last December 31—the new Federal Reserve Board requirement that they build up their capital to at least 10 per cent of their total balance sheets, a way of forcing them to reduce their gearing. (Many had slipped closer to 4 per cent.) Citicorp, which has the largest LDC exposure and has always geared its capital up most aggressively, just squeaked through with 5.1 per cent. Its capital now stands at \$10bn, up 19 per cent on 1982, making it, according to Mr Walter Wriston, chairman, the largest capital of any privately-owned financial institution in the world.

Though even that gargantuan sum is less than Citicorp's loans to Latin America. In good times, banks would have increased their capital by selling equity. But bank shares have been weak on Wall Street—partly because of the debt crisis—so U.S. bankers had to use other means like selling \$2.5bn of preferred stock (which counts as capital under the Fed's new rules), and using a bigger share of their earnings to bolster reserves.

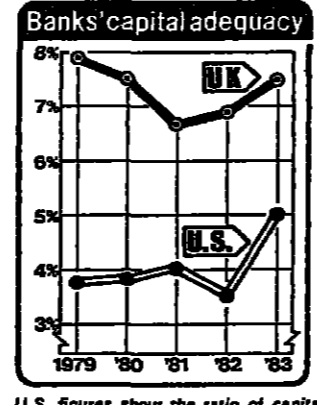
At the same time, though,



Walter Wriston (left) chairman of Citicorp, the Bank of England's Peter Cooke (centre) and the Fed's Paul Volcker

International debt

Why the banks have built up their reserves



U.S. figures show the ratio of capital to total assets, 1983 is FT estimate. UK figures show ratio of capital base to total public liabilities, 1983 is de Zoete and Ewan estimate.

David Lascelles reports

that, amid growing fears of a crisis, most of the world's banks have decided to take steps to increase their capital

U.S. banks managed to raise their dividend pay-outs by up to 10 per cent, well above the rate of inflation. That may seem something of a conjuring trick, but the U.S. economic recovery made banking a highly lucrative business last year. In fact, the profitability of the banks' traditional business has been their saving grace throughout the LDC crisis.

A credit rating—which the LDC crisis never did. The major exception is Japan, where banks have always been extremely highly geared by U.S. and European standards; as much as 40 to one. This is not as alarming as it sounds because accounting practices are different, and the Ministry of Finance in Tokyo keeps banks on a tight rein. But Mr Paul Volcker, the Fed chairman, is believed to be pressing the Japanese Government to bring the banks there more in line, especially since they are now expanding aggressively overseas.



Glyo Genis
The Citicorp Centre, Manhattan

provisions in 1983 ate so deeply into profits that they were accused of trying to spike the argument for another bank tax in the budget—a futile hope as it turned out, even if true. Whether banks now have enough capital is another matter. Bank supervisors will never say they are satisfied for fear of sounding complacent, and the Fed has indicated it wants U.S. banks to push their ratios even higher. It would still take the repudiation of only half Latin America's debt to wipe out most of the big U.S. banks, so it is easy to see why. But the banks are resisting pressures for a further cut in their leverage, claiming that the LDC problem is well under control.

Men and Matters

after four days on his feet, Stamler was in grave danger of losing his job. He was accused of having a muted presentation of his arguments. With the aid of lozenges and copious draughts of water, Stamler stoutly stayed the course—showing the U.S. no sign of an identity crisis as a result of being variously described in the Press as "Pickwickian" and "a junior Rumpole."

into account
The unusual agreement on Argentinian debt interest at the weekend allowed the U.S. banks just enough time to process the due payments before the closure of their first-quarter accounts at the end of March. It was touch and go, with the banks abandoning their normal conservative procedures in the scramble to get the paper-work done.

Beyond belief
In Europe, yogurt is yogurt, and it is not difficult to believe that it is yogurt because it tastes like

Star's share of success

Wembley conference centre has been hired for what promises to be one of the larger shareholders' meetings of the year on June 10. The Communist newspaper, Morning Star, is to hold its 25th anniversary party at the same time. The paper's capital up and ready after increasing its share holders by some 1,200 in the last three months.

Nose for trouble
Workers at Volvo's futuristic Kalmar car plant in the social democratic paradise of Sweden are celebrating their first decade of production. Their trade union newspaper begins its coverage with a cautionary tale: "On the way home from his first May Day celebrations, six year-old Johann is full of questions. 'Daddy, what does 'comrades' mean?' — 'Well, that's what you and I are.' — 'But what's the 'people' then?' — 'The people.' — 'And what did Uncle Johann when he was talking about the 'future'?' — 'The future, that's your little sister,' father replied, thinking he had managed his teaching duties rather well.

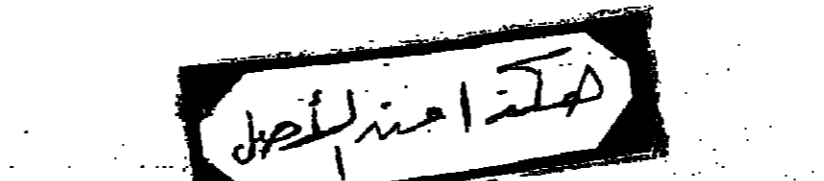
Arthur's court
It looks like being a busier week in the High Court for Arthur Scargill. The miners' leader is presenting in person the union's case in the dispute over the investment strategy of the mine-workers' £3bn pension funds.

Contracts

Both the Act and the Code stand well short of the kind of quota system in force in the U.S., where employers are obliged to hire the proportion in each ethnic minority which corresponds to that existing in the recruitment area. Neither carries the sanctions of U.S. legislation, which includes the ability to discriminate in the award of Government contracts against those companies which do not operate as equal opportunity employers. As Mr Aaron Hayes, the Commission's employment director, observed last week, legislation and codes can only work if broadly accepted: the battery of expenditure and legislation which President Johnson brought to bear on the racial problems during his Great Society programmes simply could not be replicated in Britain in the 1980s.

Arthur's court
The miners' leader is presenting in person the union's case in the dispute over the investment strategy of the mine-workers' £3bn pension funds.

BRYMON Fly you there in big airline comfort. From Heathrow to Plymouth, Newquay, Gatwick to Plymouth 1hr. from £58 return. Still struggling down to the West Country by road or rail? Jams, hold-ups, parking problems. Over-night stops in hotels. All that wasted time! Let Brymon fly you there in 'big' airline comfort in one hour. Brymon have lots of other handy time-saver routes too... 3 times every day from Gatwick. Only £42 single. Plymouth to Jersey, Guernsey, Cork and Scilly Isles. Plymouth to Aberdeen, Cork, Scilly Isles, Jersey & Guernsey, Newquay, Exeter, Gatwick to Plymouth, Newquay, East Midlands, Scilly Isles, Birmingham, Exeter, Heathrow to Plymouth, Newquay, Birmingham to East Midlands, Newquay to Jersey, Guernsey and Aberdeen, Exeter to Scilly Isles, Jersey to Cork, Aberdeen to Jersey & Guernsey. BRYMON Talk to your Travel Agent or phone 01-549 6535





SECTION II - COMPANIES AND MARKETS FINANCIAL TIMES

Monday April 2 1984



Dramatic finish to Latin American debt crisis talks

BY MARGARET HUGHES IN LONDON

ONCE AGAIN the Latin American debt crisis has taken on theatrical overtones and again it is Argentina at centre-stage. After the relatively sedate proceedings of the Inter-American Development Bank meeting at Punta del Este early last week events took an unexpectedly dramatic turn at the end of the week - reminiscent of the brinkmanship surrounding last summer's negotiations for the \$1.5bn commercial bank loan for Argentina.

Caution rules Eurodollar market

BY MARY ANN SIEGHART IN LONDON

CAUTION is the key word in the Eurodollar bond market. Last week, prices edged up hesitantly on two or three days, almost as if they had got out of the habit. New issue managers were surprised when the four new fixed-rate issues traded reasonably well.

Japan enacts reforms of financial system

BY YOKO SHIBATA IN TOKYO

AFTER MONTHS of talks and under intense pressure from the U.S., Japan has finally made two major changes to its financial system. From today Japanese companies will for the first time be allowed to issue Euroyen (EY) bonds, while from around April 10, trading will be allowed in Japan in foreign commercial paper and certificates of deposit.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Borrowers, Amount m., Maturity, Av. life years, Coupon %, Price, Lead Manager, Offer yield %. Includes sections for U.S. DOLLARS, SWISS FRANCS, D-MARKS, CANADIAN DOLLARS, and others.

Advertisement for Canadian Occidental Petroleum Ltd. featuring the logo, company name, and a list of participating banks including Orion Royal Bank Limited, Algemene Bank Nederland N.V., and others.

Advertisement for British Columbia Telephone Company featuring the logo, company name, and a list of participating banks including Orion Royal Bank Limited, Algemene Bank Nederland N.V., and others.

INTERNATIONAL CAPITAL MARKETS

U.S. BONDS

Return to stability after turbulent trading week

THE NEW YORK bond market ended a difficult trading week looking rather more stable than for some time. The difficulties, which focused around the auction of \$3.75bn in 20-year Treasury bonds and also the Reserve Maintenance Period (RMP), looked more disturbing at the time than after the excitement had died down. On Friday, the bond market was in a calmer mood, yields were showing only minor gains on the week, and if the dealing community had been left holding the bulk of the week's \$15bn Treasury refunding, it did not seem unduly concerned.

The first two legs of the Treasury refunding—\$8bn in four-year notes and \$5.25bn in seven-year notes—were sold in a steady market. It was the auction of \$3.75bn in 20-year bonds that caught the market wrong-footed. There was keen demand for the bonds ahead of the auction in the yield-only market, with major trading houses claiming ready demand for the issue for "stripping," or splitting the coupon from the bond and selling both as zero-interest securities. Salomon Brothers indicated that it had bought \$1.5bn for just that purpose. But the buyers failed to materialise on auction day, and the bonds were sold at an average yield of 12.39 per cent, the highest on such bonds for more than two years. Moreover, the Treasury was obliged to give some buyers yields of 12.50 per cent.

However, the firmer tone of the bond market on Friday afternoon, helped by the prospect of an 11th-hour agreement on the Argentine loans, indicated some optimism over the short-term outlook. Last week's disclosure of 0.7 per cent growth in the commerce department's leading indicators, and similar growth in factory orders, confirmed the strength of the economy in February. But the bond market is now looking for the expected slowdown in the economy, which it hopes to find disclosed this week in the Purchasing Managers Index and domestic car sales for March. While the medium-term outlook for bonds remains bearish, any significant dip in these sensitive economic indicators is likely to strengthen attempts by the bond market to stage a temporary rally.

Attempts during the week to fathom the policies of the Federal Reserve Board or the deliberations of the latest FOMC meeting, were thrown into confusion at mid-week when the Federal funds rate plunged — to 5 per cent at one time — and the Federal Reserve drained funds from the market on two consecutive trading days. However, it soon became clear that the moves were no more than responses to the technical situation surrounding the ending of the most complicated RMP period since the introduction of contemporaneous reserve accounting. A drop from \$5bn to \$4.6bn

Auditors qualify nuclear utility profits statement

BY TERRY BYLAND IN NEW YORK

THE STRUGGLE by Long Island (Lico) to overcome the problem of its \$4.1bn nuclear power station at Shoreham, near Manhattan, received a further setback yesterday when the utility company's profits statements for last year were questioned by auditors, Price Waterhouse. Lico passed its 1983 dividend and trimmed its workforce by one-fifth a month ago, but is still unable to satisfy safety requirements without which the Shoreham plant cannot obtain an operating licence. The auditors condition their acceptance of the profit report on Lico's "continued financial viability" and also on the effects on the 1983 results of adjustments which might have been required had the Shoreham uncertainties been known. Lico reported net income of \$365m or \$2.80 a share for 1983 on revenue of \$1.9bn, against \$308.4m or \$2.70 on revenues of \$1.6bn in the previous year. The auditors report referred to the uncertainties over completion of the Shoreham project and the pending investigation into its cost by the New York state Public Service Commission, as well as to Lico's suspension of payment on the Nine Mile Point project, from which it withdrew a month ago. The crisis in the U.S. energy utility industry caused by the surging costs and public disapproval of nuclear plant projects has already brought a qualification of the accounts of

NAB to buy 50% of Melbourne broker

BY TERRY BYLAND IN NEW YORK

MELBOURNE — National Australia Bank plans to buy a 50 per cent interest in the Melbourne-based stock brokers A.C. Goode and Company. The bank is the second company to announce a move into the Australian stock broking business since the Melbourne and Sydney stock exchanges altered their rules to allow outside ownership in brokerage firms. The rules, which went into effect yesterday, still require some government approval. The National Companies and Securities Commission has 30 days to decide whether or not to disallow the changes, but exchange officials are anticipating approval. National Australia Bank, one of Australia's top four trading banks, said its move into A.C. Goode and Company was finalised until after July 1, when the Commission's 30 day review period is over. The regulation changes also include eliminating faced-income-generating fees and extending trading hours. Last week, the diversified pastoral wool broking, and finance company Elders IXL announced plans to take a 40 per cent stake in brokers Koehn Gracie.

Air Florida pulls back annual loss

BY TERRY DODSWORTH IN NEW YORK

AIR FLORIDA, the ailing Miami-based airline, lost \$92.2m net last year against \$93.4m in 1982, while revenues fell from \$228m to \$216m. Per share loss amounted to \$2.29 against \$3.68. Mr Donald Lloyd-Jones, chairman and chief executive, said that while 1983 had resulted in a significant change in the airline's operations, the positive effect of the restructuring of the group's debt was not reflected in the figures. Earlier in the year, Air Florida came to an agreement with General Electric Corporation for the acquisition of as much as 55 per cent of the company's equity, after GECC had already loaned the company \$8m.

Reliance resells Quaker Oil stake

BY TERRY BYLAND IN NEW YORK

RELIANCE FINANCIAL Services, the wholly-owned subsidiary of Reliance Group, the privately-held investment arm of financier Mr Saul Steinberg, announced that it is selling its 8.9 per cent stake in Quaker State Oil Refining back to Quaker — effectively abandoning plans to buy further shares and seek control, reports our

International Appointments

Mr Antonio F. Khayat has been appointed general manager of the Bahrain branch of SCANDINAVIAN BANK in succession to Mr J. Alan Thornton who has returned to London in a senior capacity. Mr Khayat was previously with Gulf International Bank in London. Mr Peter E. B. Persson has joined Scandinavian Bank's senior management team in Bahrain where he will also act as the permanent regional representative of the Bank's major Swedish shareholder, Skandinaviska Enskilda Banken, with whom he has worked for 17 years. Mr Silvio de Capitani has succeeded the late Albert Lang on the board of SWISS VOLKSBANK, Berne. Mr David I. Hanson, a general manager of Midland Bank, has

Chief financial officer at Colgate Palmolive

COLGATE-PALMOLIVE COMPANY has appointed Mr Paul A. Jones as corporate executive vice president and chief financial officer from April 1. Mr Raymond F. Pettit, who has been chief financial officer, will be leaving to join the Rockefeller Group. Mr Jones was executive vice president and chief general counsel at Kimberley-Clark. CHRYSLER CORP has appointed three executives to key positions in its manufacturing group. Mr Robert J. Fieldhill, Jr, is appointed director of quality and product engineering for Chrysler's stamping, assembly and diversified operations group. He was plant manager of the

Reliance resells Quaker Oil stake

new York staff. Mr Steinberg has sold his 1.9m Quaker shares, acquired for between \$17.75 and \$20.275 a share, to Quaker for \$24 a share, netting a profit of around \$9.5m. On the stock market, Quaker shares, which had risen as high as \$20 after Mr Steinberg told the SEC that he might boost his stake in the refiner

Reliance resells Quaker Oil stake

to nearly 20 per cent, fell by \$2 to \$16 after the announcement. The news also inspired a rise of \$2 to \$67 in shares of Wait Disney, another recent takeover favourite, in which Reliance Financial last week disclosed that it bought 2.2m shares, or 6.3 per cent of the equity, for around \$132.5m.

Reliance resells Quaker Oil stake

will continue in his current capacity as chief financial officer of Novus until the end of the year. Mr Kurt Anker Nielsen becomes vice president — corporate planning, systems, investor relations and corporate communications, at Novus from April 1. Mr Richard A. Gray, Jr, has been elected vice president and treasurer of AIR PRODUCTS INC. He joined Air Products in 1963 as an attorney, and in 1980 was appointed associate general counsel. LEGAL AND GENERAL has appointed a new head for its life assurance operations in Australia. Mr Andy Small, 37, takes over as managing director of the Legal and General Australia Group of Companies from Mr John Elbourne on July 1, 1984. Mr Small has spent 21 years with LEGAL and is currently UK manager for life sales and marketing.

Belgian retailer boosts profit

BY PAUL CHEESRIGHT IN BRUSSELS

GB-INNO-BM, the largest retailer in Belgium with over 7 per cent of total domestic sales, has announced a 6 per cent increase in net profits for 1983 over 1982 at BF 1bn (\$18.5m). But the group is holding its dividend at the 1982 level of BF 215 net. At the gross level there is a slight gain because withholding tax has been increased from 20 to 25

Table with columns: U.S. INTEREST RATES (%), Week, Fed funds weekly average, 3-month CD's, 3-month T-Bills, 30-year Treasury Bond, AA Utility, AA Industrial. Values range from 9.88 to 13.38.

receive their due interest payments. Attempts during the week to fathom the policies of the Federal Reserve Board or the deliberations of the latest FOMC meeting, were thrown into confusion at mid-week when the Federal funds rate plunged — to 5 per cent at one time — and the Federal Reserve drained funds from the market on two consecutive trading days.

Table with columns: U.S. DOLLAR, Issued, Bid, Offer, Change on day, Week, Yield. Lists various international bonds like Alaska Housing, Australia Com, etc.

Table with columns: FT INTERNATIONAL BOND SERVICE, Issued, Bid, Offer, Change on day, Week, Yield. Lists various international bonds like Quebec Province, Yukon, etc.

Table with columns: EUROBOND TURNOVER, Last week, Previous week, Other bonds, Last week, Previous week. Lists turnover figures for various bond categories.

ALCAN Alcan Australia Limited (Incorporated in the State of Victoria, Australia) a subsidiary company of Alcan Aluminium Limited (Incorporated under the laws of Canada) U.S. \$100,000,000 Floating Rate Notes due 1994 with a Noteholders' put option Swiss Bank Corporation International Limited Amro International Limited Australia and New Zealand Banking Group Limited Australian Resources Development Bank Limited Banque Bruxelles Lambert S.A. Barclays Bank Group Chemical Bank International Group CIBC Limited Citicorp Capital Markets Group Commerzbank Aktiengesellschaft Commonwealth Trading Bank of Australia Continental Illinois Capital Markets Group Deutsche Bank Aktiengesellschaft IBJ International Limited Manufacturers Hanover Limited Morgan Guaranty Ltd National Westminster Bank Group Orion Royal Bank Limited Toronto Dominion International Limited Westpac Banking Corporation



February 1984

Commodity losses hit George Wills

IN LINE with the announcement made at the beginning of March at George Wills and Sons (Holdings), pre-tax profits for 1983 showed a sharp decline from £1.63m to £100,000...

The profits slump was caused by the group's international commodity company which incurred an exceptional loss of £1.1m caused by volatile price movements of soyabean meal...

Pre-tax profits were struck after the cost of sales rose from £27.5m to £30.9m. Selling and administration expenses were little changed at £3.7m...

Net first quarter income at GT Asia (Sterling) Fund, an open-ended investment company based in Jersey, rose from £22,365 to £30,699...

Full SE listing for First Leisure

BY ALISON HOGAN

First Leisure Corporation, the leisure company headed by Lord Delfont, is coming to the Stock Exchange for a full listing and raising £9.85m through an offer for sale of 6m shares at 150p per share...

The company would have a market capitalisation of £44.1m at the offer price of 150p per share which gives a price earnings multiple of 15.7 times on a notional fully taxed basis...

The offer document, issued on Friday, confirms that Border's directors and certain other shareholders, together holding 37.93 per cent of the equity, have undertaken to accept the Marston offer...

profitable or unsuitable. Margins have increased by pruning overheads, particularly labour costs. The pay roll varies from around 2,000 people in the winter to around 3,500 at the height of the season...

Marston's offer of two of its own shares and 150p in cash or loan notes for each Border share. Marston shares closed on Friday at 55p, down 1p, valuing each Border share at 240p...

The offer document reveals that for the year to February 29, Border made an estimated pre-tax profit of £700,000, reached after charging £96,000 for losses during an industrial dispute...

BOARD MEETINGS

Table listing board meetings for various companies including Buntal, Conder International, and others.

affairs director who oversee the central administration. Prior to the issue, institutions with stakes of over 5 per cent are London Merchant Securities with 36 per cent and Trusthouse Forte, Anglia Television and Investec in Industry...

L & G adopts flexible investment approach

Legal and General Assurance (Pensions Management), the pensions investment management company within the Legal & General Group, is developing a more flexible approach towards pension investment for its clients...

Border spells out its support of Marston

WREXHAM - BASED Border Breweries has spelled out its support for a £13m takeover bid from Burton-on-Trent brewers, Marston, Thompson and Evershott...

A new valuation of Border's freehold properties, last valued in 1975, shows that they are worth £10.87m, against an estimated net book value of £6.24m...

Border was already considering rationalisation when the bid approach highlighted its vulnerability, given the over-capacity in the industry...

Marston is predicting pre-tax profits of not less than £7.35m in 1983, against £7.35m for the previous year. In recommending the offer, Border's chairman, Mr A. W. Gaude says that the board had been concerned for some time about the brewery's profit performance in real terms...

An extraordinary general meeting of Border shareholders is being called for April 24 to vote on the Marston offer.

First half profits of Manson Finance Trust moved ahead from £219,000 to £104,000 despite a reduction in interest and charges receivable of £53,000 to £12,500...

Manson is engaged in banking, property and financial services, and is a 51.6 per cent owned subsidiary of Hong Leong Co (Malaysia). It has close company status; the interim dividend for the year to December 31 1983 is unchanged at 0.5p net...

Global Natural Resources Ltd

A Scheme of Arrangement dated 17th May 1983 providing, among other things, for the exchange of bearer shares of Global Natural Resources Limited, formerly Global Natural Resources PLC, a company organised under the laws of England (Global-UK), for registered shares of Global Natural Resources Inc., a company organised under the laws of the State of New Jersey, USA (Global-US), became effective in July 1983...

Holders of shares of Global-UK will not be entitled to receive dividends or notice of meetings or be able to vote or otherwise participate in the affairs of Global-US unless and until their bearer shares of Global-UK and the Form of Application to receive registered shares of Global-US, legibly completed, are received by the Exchange Agent named below and the shares of Global-US are registered in the name of such holders...

Exchange Agent: Registrar and Transfer Company. Attn: Exchange Department, 10 Commerce Drive Cranford, New Jersey 07016, USA or from: Global Natural Resources Inc. 5300 Memorial Drive, Suite 900 Houston, Texas 77007, USA

COMPANY NEWS IN BRIEF

Midland Bank SA, the Paris-listed 85 per cent owned subsidiary of the UK bank, made a consolidated net profit of FF 89.7m in 1983, equal to £5m. It was struck by a net charge for provisions for bad and doubtful debts of FF 28.9m, or £2.4m...

John Laing, that the company is well ahead of its targets. He added that new products are currently being developed and Thermoalite is re-launching its technical division of A88.6m (A\$80.08m); interest of A\$85.13m (A\$94.81m); minorities of A\$2.58m (A\$69.47m) (A\$46m)...

A better than expected final dividend of 6p, against an interim forecast of not less than 4.8p, has been declared by Breodun and Cloud Hill Lime Works for the year to the end of January 1984. Pre-tax profits came to a record £1.59m compared with £1.13m...

Higher full year net attributable losses were incurred by BP Australia, a wholly-owned subsidiary of British Petroleum. However, after an extraordinary credit the loss of A\$96.34m, against A\$41.21m, was reduced into a profit of A\$26.18m (£16.9m). Last time there were...

Minerva Automotive Parts are combined and will be owned 70 per cent by BTR and 30 per cent by IMI. The companies believe this will provide customers with a better service. IMI Radiators, which supplies the original equipment market, remains wholly owned by IMI and completely separate from this joint venture...

The directors intend, subject to market conditions and the progress of events, to apply for Petrolex to be traded on the USM as soon as practicable. The proposed merger will combine North Sea licence interests acquired at different times into a broad spread of exploration acreage; and combine exploration with PRT-paying production from the Forties Field, so that the enlarged group can take advantage of the tax incentives for exploration introduced in 1983...

Negotiations have been concluded for the merger of the radiator after-market businesses of BTR and IMI with immediate effect. The operations of Serck Service Ltd, Serck Services International, IMI Marston Radiator Services and IMI...

JUTLAND TELEPHONE COMPANY LIMITED

NOTICE OF FINAL REDEMPTION. Bondholders are advised that all outstanding Bonds are redeemable at par on 1st May, 1984 and that interest will cease to accrue on that date. Bonds are payable at: S. G. WARBURG & CO. LTD., 30, Gresham Street, London, EC2P 2EB...

F.T. Share Information

Table listing share information for various companies including Buntal, Conder International, and others.

FINANCIAL TIMES STOCK INDICES

Table showing stock indices for Government Secs, Fixed Interest, Industrial Ord, Gold Mines, FT-Act. All-Share, and FT-SE 100.

Granville & Co. Limited

Over-the-Counter Market. Capitalisation, Company, Price on week of, Change, Gross Yield, P/E, Fully Actualised. Includes companies like Ass. Bnt. Ind. Ord., Ass. Bnt. Ind. CULS, etc.

HAMILTON OIL CORPORATION

Share Capital. To be issued and outstanding up to 25,388,572 up to 1,118,072. The shares of common stock, \$0.25 par value and the shares of series A preference stock, \$1.00 par value have been admitted to the Official List by the Council of The Stock Exchange.

EQUITIES

Table listing equities with columns for Stock, Price, Change, etc.

FIXED INTEREST STOCKS

Table listing fixed interest stocks with columns for Issue, Price, Yield, etc.

"RIGHTS" OFFERS

Table listing rights offers with columns for Issue, Price, Yield, etc.

PENDING DIVIDENDS

Table listing pending dividends with columns for Date, Announcement, etc.

SHARE STAKES

Garton Engineering-Burton Estate Company and its directors Mr J. M. Peuthere Senior and Mr J. M. Peuthere Jr have disposed of their total holdings amounting to 205,000 ordinary shares...

NEW YORK STOCK EXCHANGE COMPOSITE CLOSING PRICES

Closing prices March 30

Main table containing stock symbols, prices, and volume for various companies and indices.

Continued on Page 23

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دبي

AMERICAN STOCK EXCHANGE COMPOSITE CLOSING PRICES

Closing prices March 30

Main table of American stock exchange closing prices, organized by sector (A through Z) and listing individual stocks with their respective prices and changes.

Continued on Page 24

NEW YORK STOCK EXCHANGE COMPOSITE CLOSING PRICES

Main table of New York stock exchange closing prices, organized by sector (A through Z) and listing individual stocks with their respective prices and changes.

Notes and footnotes regarding the data, including definitions of terms like 'dividend' and 'earnings'.

WORLD VALUE OF THE POUND every Tuesday in the Financial Times

WORLD STOCK MARKETS

OVER-THE-COUNTER

Table of over-the-counter stock prices with columns for Stock, Sales, High, Low, Last, and Change. Includes sub-sections for Nasdaq national market and various stock categories.

Nasdaq national market, closing prices March 30

CANADA

TORONTO

Table of Toronto stock market closing prices for March 30, listing various Canadian stocks and their prices.

AUSTRIA

Table of Austrian stock market closing prices for March 30, listing various Austrian stocks and their prices.

AUSTRALIA

Table of Australian stock market closing prices for March 30, listing various Australian stocks and their prices.

HONG KONG

Table of Hong Kong stock market closing prices for March 30, listing various Hong Kong stocks and their prices.

JAPAN

Table of Japanese stock market closing prices for March 30, listing various Japanese stocks and their prices.

Continued on Page 25

AMERICAN STOCK EXCHANGE CLOSING PRICES

Table of American Stock Exchange closing prices for March 30, listing various US stocks and their prices.

BELGIUM/LUXEMBOURG

Table of Belgian/Luxembourg stock market closing prices for March 30, listing various stocks and their prices.

DENMARK

Table of Danish stock market closing prices for March 30, listing various Danish stocks and their prices.

FRANCE

Table of French stock market closing prices for March 30, listing various French stocks and their prices.

GERMANY

Table of German stock market closing prices for March 30, listing various German stocks and their prices.

NETHERLANDS

Table of Dutch stock market closing prices for March 30, listing various Dutch stocks and their prices.

NORWAY

Table of Norwegian stock market closing prices for March 30, listing various Norwegian stocks and their prices.

SPAIN

Table of Spanish stock market closing prices for March 30, listing various Spanish stocks and their prices.

SOUTH AFRICA

Table of South African stock market closing prices for March 30, listing various South African stocks and their prices.

WORLD VALUE OF THE DOLLAR

Table showing the world value of the dollar, listing various countries and their exchange rates.

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AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Tr. Mgrs., Abbey Unit Tr. Mgrs. (a), Abbey Unit Tr. Mgrs. (b), etc., with columns for name, manager, and performance metrics.

Table listing various unit trusts such as Aikman Home, Aikman Home (a), Aikman Home (b), etc., with columns for name, manager, and performance metrics.

Table listing various unit trusts such as Aikman Home, Aikman Home (a), Aikman Home (b), etc., with columns for name, manager, and performance metrics.

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Table listing various unit trusts such as Aikman Home, Aikman Home (a), Aikman Home (b), etc., with columns for name, manager, and performance metrics.

FT UNIT TRUST INFORMATION SERVICE

Table listing various unit trusts such as Crown Unit Trust Services Ltd., Crown Unit Trust Services Ltd. (a), Crown Unit Trust Services Ltd. (b), etc., with columns for name, manager, and performance metrics.

Table listing various unit trusts such as Crown Unit Trust Services Ltd., Crown Unit Trust Services Ltd. (a), Crown Unit Trust Services Ltd. (b), etc., with columns for name, manager, and performance metrics.

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Table listing various unit trusts such as Crown Unit Trust Services Ltd., Crown Unit Trust Services Ltd. (a), Crown Unit Trust Services Ltd. (b), etc., with columns for name, manager, and performance metrics.

Table listing various insurance companies such as Albany Life Assurance Co Ltd, Albany Life Assurance Co Ltd (a), Albany Life Assurance Co Ltd (b), etc., with columns for name, manager, and performance metrics.

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F.T. CROSSWORD PUZZLE No. 5,382

- ACROSS
1 Boy has a way of acquiring esteem (6)
4 Cheese town apprentice makes some yarn (6)
8 Loyal sort (7)
9 Longing to create this art (7)
11 She may turn into a Greek mountain (10)
12 Television channel team (4)
13 Some dope tried dish in laboratory (5)
14 Propose French name fashionable with goddess (8)
16 Greek character with money over one to rebel (8)
18 Boundary on the Isle of Ely (8)
20 Bar the conductor heard (4)
21 Lined him up in order to view flower (10)
23 Pull number back for police operation (7)
24 Dig up a Parisian terminal (7)
5 Unopened boxes attract 17 At home to greet gathering number (7)
6 Replace with something hot at this time of year? (7)
7 Utmost depression after which there's no defence (4,5)
16 Has girl an unusual way of finding Utopia? (7,2)
2 Repair to old city on tube line to see epicure (7)
3 Pacify with receipt once f1 is accepted (9)

Crossword puzzle grid with numbers 1 through 26 indicating starting positions for the clues.

- DOWN
1 It goes round either way (5)
2 Repair to old city on tube line to see epicure (7)
3 Pacify with receipt once f1 is accepted (9)
17 At home to greet gathering number (7)
19 "..... the ocean for orient pearl" (Marlowe) (7)
21 These days leave where you live to get in line (5)
22 Complete top off golf club (5)
The solution to last Saturday's prize puzzle will be published with names of winners next Saturday.

Large stylized signature or logo at the bottom of the page, possibly 'Financial Times' or a related brand.

Handwritten Arabic text at the top center of the page.

INSURANCE & OVERSEAS MANAGED FUNDS

Table of financial data for various insurance and managed funds, including columns for fund names, values, and percentages.

Table of financial data for various insurance and managed funds, including columns for fund names, values, and percentages.

Table of financial data for various insurance and managed funds, including columns for fund names, values, and percentages.

Table of financial data for various insurance and managed funds, including columns for fund names, values, and percentages.

OFFSHORE AND OVERSEAS

Table of financial data for offshore and overseas managed funds, including columns for fund names, values, and percentages.

NOTES section containing explanatory text and footnotes regarding the fund data.

Table of hotel share information including company names, stock prices, and financial metrics.

FT LONDON SHARE INFORMATION SERVICE

Espley Trust plc. London-Leeds-Birmingham. 021-454 9881. Includes logo and contact information.

BRITISH FUNDS. Table listing various fund names, their prices, and performance metrics.

Five to Fifteen Years. Table showing performance data for funds over a 5-15 year period.

Over Fifteen Years. Table showing performance data for funds over a period of more than 15 years.

Undated. Table listing undated fund information.

Index-Linked. Table listing index-linked fund information.

INT. BANK AND O/S&S GOVT STERLING ISSUES. Table listing international bank and government sterling issues.

CORPORATION LOANS. Table listing various corporation loan details.

COMMONWEALTH AND AFRICAN LOANS. Table listing loans from Commonwealth and African countries.

LOANS. Table listing general loan information.

Public Board and Ind. Financial. Table listing public board and industrial financial data.

FOREIGN BONDS & RAILS. Table listing foreign bonds and rail-related financial information.

AMERICANS

Table of American stock market data including company names, prices, and changes.

BUILDING INDUSTRY, TIMBER AND ROADS

Table of building industry, timber, and roads share information.

DRAPERY & STORES—Cont.

Table of drapery and stores share information.

ENGINEERING—Continued

Table of engineering share information.

INDUSTRIALS (Miscel.)

Table of industrial share information (miscellaneous).

CANADIANS

Table of Canadian stock market data.

BANKS, H.P. AND LEASING

Table of banks, H.P., and leasing share information.

ELECTRICALS

Table of electrical share information.

FOOD, GROCERIES, ETC

Table of food, groceries, etc. share information.

HOTELS AND CATERERS

Table of hotels and caterers share information.

BEERS, WINES AND SPIRITS

Table of beers, wines, and spirits share information.

CHEMICALS, PLASTICS

Table of chemicals and plastics share information.

DRAPERY AND STORES

Table of drapery and stores share information.

ENGINEERING

Table of engineering share information.

HOTELS AND CATERERS

Table of hotels and caterers share information.



INDUSTRIALS—Continued

Table of industrial stocks including companies like ICI, Shell, and BP, with columns for stock price, last price, and change.

LEISURE—Continued

Table of leisure stocks including companies like British Airways and British Telecom, with columns for stock price, last price, and change.

PROPERTY—Continued

Table of property stocks including companies like British Land and Granada, with columns for stock price, last price, and change.

INVESTMENT TRUSTS—Cont.

Table of investment trusts including companies like British Venture and British Venture Income, with columns for stock price, last price, and change.

OIL AND GAS—Continued

Table of oil and gas stocks including companies like Shell and BP, with columns for stock price, last price, and change.

MINES—Continued

Table of mining stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

MOTORS, AIRCRAFT TRADES

Table of motor and aircraft trade stocks including companies like Jaguar and British Aerospace, with columns for stock price, last price, and change.

Commercial Vehicles

Table of commercial vehicle stocks including companies like Leyland and Daimler-Benz, with columns for stock price, last price, and change.

Garages and Distributors

Table of garage and distributor stocks including companies like Halfords and Autodata, with columns for stock price, last price, and change.

NEWSPAPERS, PUBLISHERS

Table of newspaper and publisher stocks including companies like News International and Newsprint, with columns for stock price, last price, and change.

SHIPPING

Table of shipping stocks including companies like P&O and Cunard, with columns for stock price, last price, and change.

SHOES AND LEATHER

Table of shoe and leather stocks including companies like Clarks and Timberland, with columns for stock price, last price, and change.

SOUTH AFRICANS

Table of South African stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

TEXTILES

Table of textile stocks including companies like J. & F. Baker and H. J. Bull, with columns for stock price, last price, and change.

PAPER, PRINTING ADVERTISING

Table of paper, printing, and advertising stocks including companies like Newsprint and News International, with columns for stock price, last price, and change.

FINANCE, LAND, ETC

Table of finance, land, and other stocks including companies like British Venture and British Venture Income, with columns for stock price, last price, and change.

PLANTATIONS

Table of plantation stocks including companies like Guthrie & Co and Guthrie & Co, with columns for stock price, last price, and change.

TEAS

Table of tea stocks including companies like Guthrie & Co and Guthrie & Co, with columns for stock price, last price, and change.

INSURANCES

Table of insurance stocks including companies like British Insurance and British Insurance, with columns for stock price, last price, and change.

LEISURE

Table of leisure stocks including companies like British Airways and British Telecom, with columns for stock price, last price, and change.

TRUSTS, FINANCE, LAND

Table of trusts, finance, and land stocks including companies like British Venture and British Venture Income, with columns for stock price, last price, and change.

PROPERTY

Table of property stocks including companies like British Land and Granada, with columns for stock price, last price, and change.

MINES

Table of mining stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

Far West Rand

Table of Far West Rand mining stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

REGIONAL AND IRISH STOCKS

Table of regional and Irish stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

O.F.S.

Table of O.F.S. stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

OPTIONS

Table of options including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

Central African

Table of Central African stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

OIL AND GAS

Table of oil and gas stocks including companies like Shell and BP, with columns for stock price, last price, and change.

Diamond and Platinum

Table of diamond and platinum stocks including companies like Anglo American and De Beers, with columns for stock price, last price, and change.

FINANCIAL TIMES SURVEY

Business Travel

Business travellers are being showered with gifts and offers from airlines, hotels and car hire firms anxious to win custom. It all adds to the problems of company travel management

Offers galore for the big spenders

BY ARTHUR SANDLES

NOW, MR Financial Controller, have you wondered why Bill, your top marketing man, always seems to stay at Thistle Hotels, lately? Or why Ms Jones in the U.S. always uses Delta and ends up in a Days Inn? The answer is that they have both become victims of loyalty schemes, the Green Stamps of business travel. While car rental companies have largely dropped the "free gift" system of encouraging regular custom, the infection has spread to airlines and hotel groups. Whatever you, the company, are paying for the room or flight, your employee may be creaming off considerable benefits in the form of cameras, coffee makers, free weekends for two or cars and computers, transatlantic flights, even, of course, booze.

Loyalty campaigns are very much the name of the business travel game at the moment. The car rental groups may have

abandoned gifts, but they still reward regular custom with heavily discounted rates and promises of cars when no one else has them. Hoteliers proffer pieces of plastic which will not only give cut priced accommodation but also room upgrades and isolation from the rough and tumble of the package tour customers. Airlines will give you free drinks at the airport and hide you away from the rest of the gang with curtains and wider seats.

Just as it was the U.S. that saw the wildest extremes of the car rental giveaway war — one which drove some companies perilously towards the financial brink — it is now that same nation which is presenting us with some remarkable offers for frequent fliers. Every U.S. check-in counter is now emblazoned with encouragement to the individual flier to join loyalty schemes. Typically a scheme will offer

a first class upgrade to passengers who fly 10,000 miles with an airline or two round trip First Class tickets in return for flying 70,000 miles. 60,000 miles with American Airlines wins a U.S. business traveller two transatlantic tickets.

"We have found our scheme very successful," says Delta, which offers cut-price hotel rooms and car rental in its loyalty scheme and which gives passengers who hit 150,000 miles of travel two business-class, round-trip tickets to Europe and First Class travel within the U.S. "People have signed on in large numbers."

Promotion

In Europe the hotel schemes have been similarly effective but some companies, notably those in car rental, have been nervous about Inland Revenue attention to over-enthusiastic gift-giving to regular travellers. "We really don't see that as a problem," says Thistle, one of the biggest of the loyalty scheme operators. "It is just a promotion." Thistle has, however, engineered its bigger prizes — weekends in Venice, for example — as rewards in games of chance rather than straight gifts.

Not every company is happy for its employees to be lured in this way. "Some com-

panies are firm in saying that they will not allow anyone making company purchases to accept gifts, and that includes employees staying in hotels. We respect that, and if a company tells us then we do not mail their employees with the offers."

The full front assault on the actual user of services comes after a period when the main attack on the business travel market from its suppliers was in cost. It is still to some extent true that business travel accounts are won at the corporate financial controllers' desks and lost in the field, but it is the field which is getting the greater attention at the moment.

There is a general feeling in the travel business that margins were trimmed a bit too far in the wake of the recession and that rates for most services will have to be hardened over the coming year. "The hotel groups certainly have been edging up

the real rates they achieve (as against the published tariffs) helped by the fact that custom has shown signs of reviving, in the UK at least. Car rental too is getting more expensive and the major companies are much less willing than they were two years ago to buy big accounts with massive discounts.

As any frequent traveller in the business sections of airlines today is aware the corporate traveller seems almost to have abandoned the once-popular drive to seek out the lowest priced ticket — on short haul at least.

Marketing

In the U.S. deregulation has produced a plethora of small airlines, often offering apparently surprisingly low rates but which, when one tries to use them, prove to be so popular that you cannot get a seat. In Europe the wall of pro-

tectionism thrown up by governments and airlines, each of which blame the other, have proved sufficient to defeat all but the most determined of business travellers.

Generally it seems that the business traveller has decided that there is a price to be paid for convenience even if, as on some European routes, that price is a disproportionately high one. And thus the suppliers have turned their attention to marketing on service.

There is one field where that is not entirely true, however, and that is in travel agency work. In that case the sales pitch to corporations still, in the initial phases at least, tends to be on a "we can do it cheaper" basis. Certainly Thomas Cook has been majoring on this element of its marketing effort.

But even here there are signs of an increasing emphasis on the service aspect of the opera-

tion. American Express, for example, is currently launching a major attack on the business travel market in the UK, after a similar one in the U.S., on the basis of a total package of services aimed at giving corporate financial controllers a much closer view of what employees are doing, and what they are spending.

The American Express approach, and those of most of its rivals it should be said, is that even today very few companies have a fully controlled system of business travel management. It is still true that even companies with travel managers, often with huge spending power, give that manager a relatively low company status. Often the role is only created when the managing director's secretary finds the task too great to handle.

It is extremely easy for large sums to go astray, often without any real dishonesty on the part of staff. Cash "leaks" can be

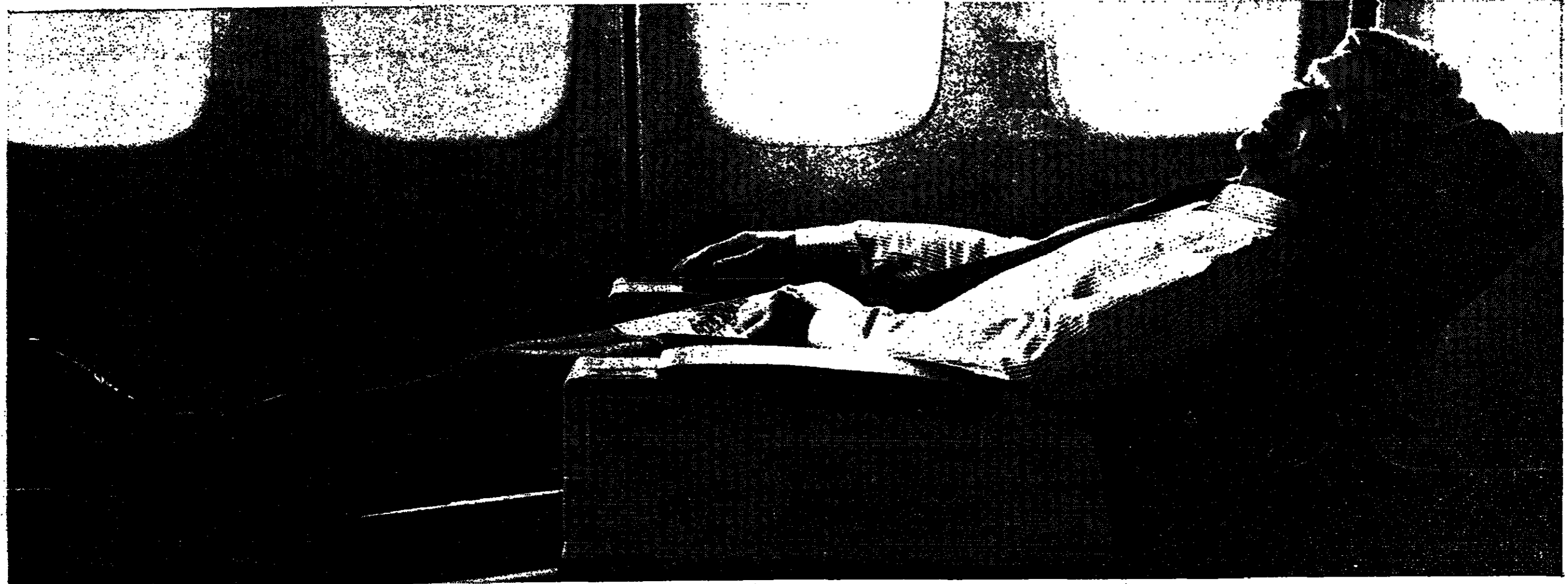
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BUSINESS TRAVEL II

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Frank Olson, president and chief executive of Hertz Corporation: hoping for an excellent season

Car rental companies see happier ride ahead

IN MOST major markets of the world the car rental companies are girding themselves for what promises to be a good year. Some, whose memories perhaps do not go back to the golden age before oil crises, are even talking about a boom. We will draw a cloak over the occasional exceptions to the rule—France, for example, where the imposition of a 33 per cent VAT rate has ranked car rental with caviare and mink (Europcar)—and talk simply of a year when American business optimism and the continued relative strength of the dollar means life could be a little happier for the next 12 months.

There is little doubt that the American economy is still the lynch-pin of car rental industry health. Other factors may have their ups and downs but at the international scene it is the purchasing power of the American customer which is crucial.

Happiness for a car rental company is a healthy economy, which means that both the business and leisure travellers are on the move, and a healthy demand for motor cars. This latter point is important because almost as much as being in the car rental business the companies concerned are in the used car market. If interest rates are falling (thus making the fleet less expensive to keep) and second-hand car prices are firm, a well run car rental organisation can be a very profitable business to be in.

The past few years, with high interest rates, weak second-hand prices and, indeed, an outbreak of discounting of new cars, was singularly bad news. When combined with a winking world economy which also meant sluggish demand for the vehicles themselves it was near disastrous.

Mood of optimism

Now, however, there is a mood of optimism in the air. "Things look like being very good," says Guy Salmon's Mr Richard Salmon, looking at his fleet of top people's vehicles (including a turbo Daimler, claimed to be the most prestigious rental car in Britain). "It could be an excellent season," says Hertz.

All the car rental companies hope now that they have shed the burden of the fierce price war of the early '80s. It was a battle which developed such an angry edge that Budget was hauled off to the Advertising Standard Authority for, it was claimed, being a bit too cheeky in its "we're cheaper" efforts (the ad was changed, imperceptibly to the outside observer). It was certainly one that led to charges that some companies were "buying services."

Now the accent is on service. Swan National, for example, has produced a sales pack which is aimed at each sector of a corporate structure explaining how we have of getting publicity for our hotels is our food") but also profits.

advantages of central billing and of doing away with pool cars.

Europcar too, mentions costs but not in a price-competitive sense. "The most cost effective rental services are the ones that fully meet business travellers needs. An efficient, businesslike rental service has to have proper facilities..." It goes on emphasising the facilities for dealing with breakdowns, accidents, "a rental work should be everywhere."

The "everywhere" aspect of the major car rental companies is really aimed at attacking that sector of the market which still stubbornly takes a major slice of the market in Britain as it does in the rest of the world—the small local retailer.

The major groups are working very hard indeed to overcome this competition, but working in a way which sometimes backfires. Local rates have so proliferated these days that finding out just how much it costs to rent a car can be a difficult task. One rental company somewhat shamefacedly admitted that in one (American) city it had more than 130 different rates — it is not as silly as it sounds, simply taking half a dozen car classes, allow for the different seasons, add in special rates for Christmas, Easter, Carnival Time, etc., throw in a convention rate or two and then have local one day, three day and weekend rates and you soon creep towards the hefty total.

Arthur Sandles

Hoteliers aim to cosset corporate customers

HE WAS a hotelier with a problem. As general manager of a modest, seeking like kinds for promotional purposes, and has the major chains eagerly filling what they perceive to be holes. Will Best Western's 3,000-plus chain long be without a Spanish link?

The growth of the chains and the development of hotel facilities and clubs are two prongs of the hoteliers' marketing efforts. The first, with its ancillary weapons of central billing, discounts and teamised accounts, is aimed at companies seeking to keep a tight control on their travel budget. The second is the campaign, discussed elsewhere in this survey, to maintain brand loyalty from the actual consumers.

Hotel expenditure generally is the one major area of travel expense which most companies have considerable difficulty in monitoring. If they were honest, most would say that it is out of control. This position is generally rationalised: "we think that employees who have to suffer the disturbance of constant travelling should be given a bit of leeway in their hotel expenses," or dismissed as too difficult. It is certainly true that most hotel bills give little clue in the restaurant charges as to the number of people involved or to the food/alcohol ratio.

What most companies settle for is a basic grading of the level of hotel for a type of employee. It is then a matter of luck that the three star hotel does not boast a three rosette Michelin restaurant with bills to match.

At the top end of the scale, however, the pleasures of de luxe hotel living are seen as a corporate perk. The sort of people that companies send here are the sort that those companies want to keep. They give them the best to keep them happy.

or the Negresco in Nice will see a marketing effort in the rough and tumble publicity seeking sense of the word—but all are members of the Leading Hotels of the World marketing group.

This "one number" philosophy has hoteliers, grand and modest, seeking like kinds for promotional purposes, and has the major chains eagerly filling what they perceive to be holes. Will Best Western's 3,000-plus chain long be without a Spanish link?

The growth of the chains and the development of hotel facilities and clubs are two prongs of the hoteliers' marketing efforts. The first, with its ancillary weapons of central billing, discounts and teamised accounts, is aimed at companies seeking to keep a tight control on their travel budget. The second is the campaign, discussed elsewhere in this survey, to maintain brand loyalty from the actual consumers.

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In recent years it has led to the considerable upgrading not only of rooms but also, and notably, of hotel catering. Air France owned Meridien, apart from its joggers' breakfast, has done a series of deals with top French chefs to create French restaurants in the most unlikely settings—Rio and an out of town location at Houston Texas were among the first. The result has not only been prestige ("We are French—the one way we have of getting publicity for our hotels is our food") but also profits.

Sealed off.

But, of course, the biggest single way in which the hotel industry has adapted to the demands of the business traveller is by the invention of club areas. Hyatt and then many other groups have largely sealed off the top executive frequent traveller from the hot poll of the travelling world—and notably the package tourist.

The club floor system, like the club seat methods of airlines, is only a return to what hotels were supposed to have been offering in the first place—before they became so large that a 150-room property is regarded in much of the western world as being uneconomically small.

It was the competition from the new breed of real smaller hotels, which could still offer old-style service, like the much-praised Capital in London or the Tremont in Chicago, which pushed the bigger enterprises into their club systems.

For the moment, however, my London hotelier has other investment problems to worry about. After his sauna and health club he has to consider the proliferation of hotels with built-in bathroom hairdryers (and one I came across the other day, a bathroom, low voltage, television set), customer-available micro-computers and bed-side room controls that look like something out of star wars. He has given up worrying about where to put the swimming pool.

A. S.

Agencies hot foot for growth

WHOEVER your travel agent was a year ago there is a good chance that at the moment it is Thomas Cook, or Pickfords, or Hogg Robinson or... and all that without you having made a move. The British travel agency scene at the moment is seeing a remarkable amount of consolidation as the major chains strive to become more major. As Thomas Cook nudges its way towards 400 branches (it had only 196 in 1980) and rivals top the 200 mark an increasing number of independent retailers, particularly those with six-30 branches, are being swallowed up.

The retail end of the travel business has clearly decided that big is definitely beautiful and the stampede for growth is on with a vengeance.

It is very easy to be dazzled by growth, and indeed to be literally dazzled by the colourful brochures which the major groups tend to produce these days, but first one should examine why it is that this trend is taking place.

Initially, of course, it is because it is seen as a good investment. The travel agency world is one of good cash flow and better than average profitability when the throughput is high enough. It is also one where new technology has made enormous strides and thus one where the capacity for additional traffic once a basic capital investment has been made is considerable.

Increased scale also means higher purchasing power and greater muscle in getting rooms and seats when they are in great demand.

Distinct areas

There are two distinct areas of demand from business travel agency users. The traveller himself (the word is used in the unisex sense) requires only that what is sought is provided quickly and efficiently. It is also required that problems be ironed out quickly.

This latter point is why companies are now turning to the concept of the panic line—a one-number service which means that when the flight from Dubai is cancelled and your next date in Singapore was your biggest customer there is someone who will help you out.

That same traveller's employer, however, has different needs. The traveller's centre around the problem of keeping tabs on costs and on travel patterns.

It is in this field that the growth of technology can be brought to the assistance of the user company as well as the travel agency. We have certainly reached the stage where a good travel agency ought to be able to provide a break down of expenditure on a regular basis in a highly detailed form. The problem is that surprisingly few companies have any system of dealing with this information even if they were provided with it.

The main selling point still tends to be price, even when price tends to be a secondary consideration when it comes to actual usage. Tell the chairman that the best flight leaves Luton at 1.30 am and his Ford Escort will be waiting at Rome's charter airport and he is likely to blow his corporate pot. The come-on tends to be: "We negotiate on your behalf with major airlines, hotels, car and rental companies in order to provide the best possible travel facilities at the lowest possible prices" (Pickfords) or "With hotel, prices and car rental rates the rate and the services you get depend on who makes the booking..." (American Express).

But the companies know that the contract stays with the agency that provides the customer really wants, not what he said he wanted when making the initial approach.

There is no escaping from the fact, however, that the complexity of travel these days, with the huge variations in rates and constant changes in airline schedules, the day when companies could do it themselves with any real degree of efficiency is probably over.

The increased sophistication of the market has led to the development of a whole new breed of travel agency, one which tends to its back on conventional holiday travel retailing and stick simply to the business of dealing with the corporate market. The four dozen or so companies which form the Guild of Business Travel Agents in Britain for example, probably account for more than three quarters of the business travel out through agencies in the UK—certainly international travel.

One has to be deliberately coy about the actual size of membership, however. With corporate take-overs so much in vogue these days they are busily gobbling each other up. The two agencies that are plotting for your business today may well be the partners of tomorrow.

A. S.

The Diners Club Heathrow Lounge. A place to keep your head when all around you others are losing theirs.

As airports aren't exactly the most relaxing places in the world, Diners Club have done something to help ease the strain.

From now on flying from Heathrow will be just a little less trying. With the opening of the new exclusive Diners Club Lounge at Heathrow.

It's conveniently situated on the ground floor of Queens Building right between Terminals 1 and 2.

You'll find it a haven of peace and tranquility. A rather civilised place to pass the time while you wait for your flight. No matter which airline you're flying with.

Feet up

To make your stay in the Lounge even more relaxing you can enjoy complimentary refreshments.

You can also make a phone call in private to anywhere in the UK.

And to make sure you're not bored while you wait for a flight there's a plentiful supply of newspapers and magazines. There's even Prestel to keep you in touch with what's going on in the world.

Help

The Lounge is connected up to the Heathrow computer. So you can receive up-to-the-second information on your flight. There's expert assistance and advice available to help you arrange a car rental or a hotel booking. Or anything else to help make your journey go smoothly.

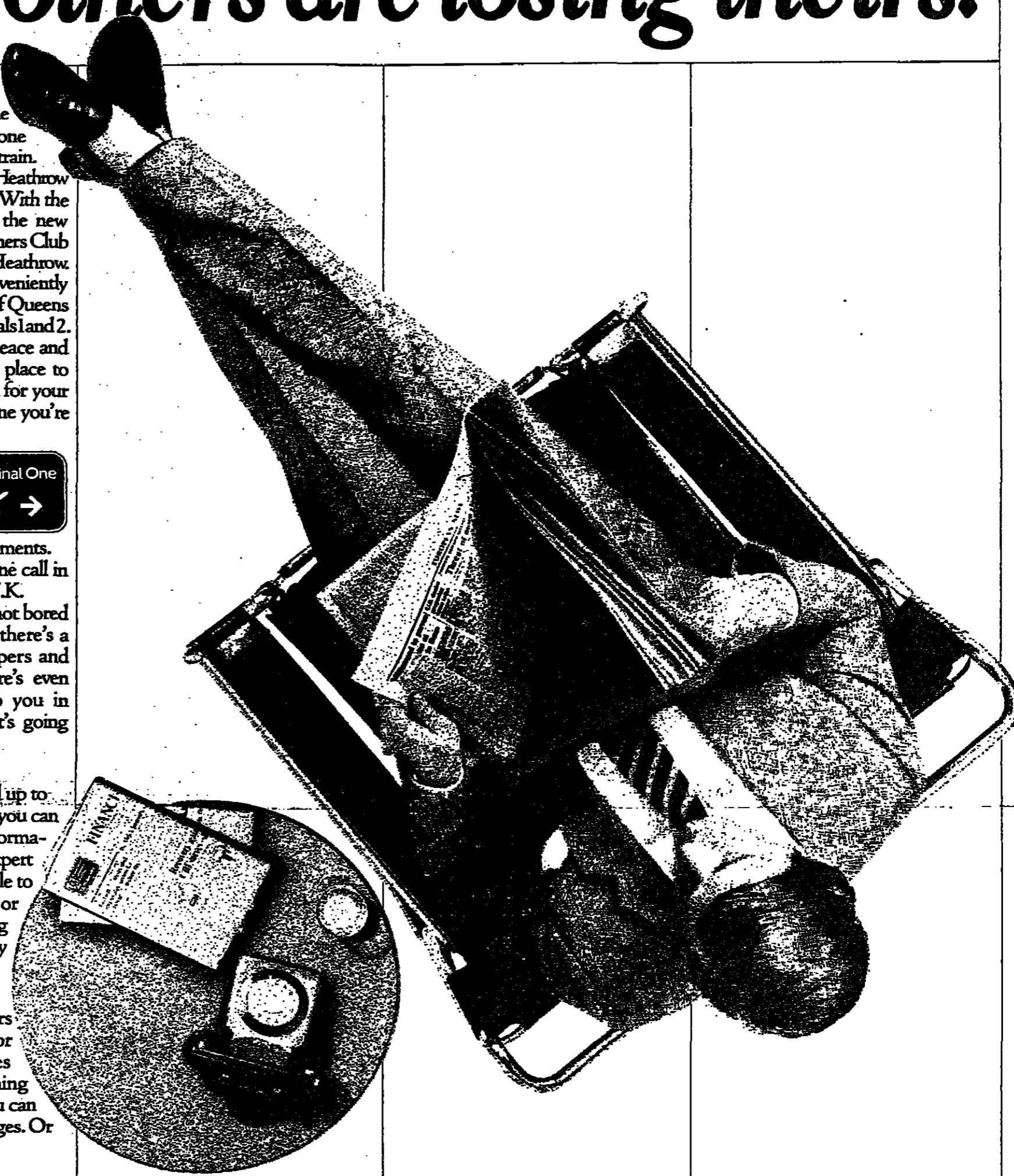
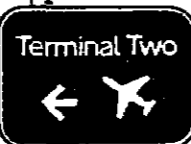
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BUSINESS TRAVEL V

Allan Beaver looks at the ways that larger companies can get a firm grip on travel expenses

Where a company can save money

TRAVEL AGENTS and their customers have become obsessed with discounts in recent years. The Guild of Business Travel Agents (GTA) formed a committee to discuss this problem last year, but it has yet to make its report. The rivalry between the major travel groups has become so intense that any solution is virtually impossible.

The flames of the discounting fire have been fanned during the '80s by incentive commissions paid by the airlines for bulk business. Too late, they realise that much of this business has merely moved around and little new traffic has been created.

To reach ever-increasing targets so as to earn the magic extra commission, the big companies are forced to get bigger and the tendency has been to tempt business their way with the aid of discounts.

Discounts on monthly travel bills or at the end of the year may be at the level of five per cent but this is unlikely to go on for ever, for this is probably more than the net profit the travel agent can make.

It is now over a year ago that British Airways was ruminated to have recommended to the GTA that discounts should be no higher than 2% per cent, and even then, only offered to accounts above £250,000 per annum. The airlines, if they choose, have the power to enforce a plan of this nature, since they are exempted from the general laws of price maintenance.

Organisations like the guild, however, cannot agree or enforce a maximum level of discount, because that would probably be a restrictive practice, and therefore illegal.

There are, however, ways in which corporate travel expenditure can be curtailed. Concentration on these will usually save a company far more than by pressing for an extra half a percentage point discount.



Computer Communications DPAS ticketing accounting systems. In the foreground is a printer loaded with continuous neutral ticket. Behind are several printers producing itineraries and invoices. Behind that is another ticket printer and Digital PDP 11 computers.

Keeping air fares down

AIR SEATS are just like sacks of potatoes. Offer to buy a large quantity and the price comes down. But there, unfortunately for most of us, the metaphor ends for you can go direct to a producing farmer to buy these potatoes.

Air seats are not usually sold at cut rates other than through at least one of the many several middlemen that it pays to go to one of the big companies.

They all have central air fares departments through whom business travellers can get lower prices than are available direct from the airlines or through any independent travel agent. Sometimes the travel agency group will have negotiated to supply air tickets at the APEX fare, but without the business traveller having to suffer the normal restrictions on this type of fare.

Information concerning many of the cheaper air fares is usually disseminated to the branches of the multiple travel groups by means of Prestel Closed User Group or through access to the main computer on a private Viewdata basis, for example Lunn Poly's BORIS system. The Thomas Cook system, in my view, is marginally the best at the present time with the American Express Lunn Poly and Hogg Robinson not far behind. The launch of a similar system by Pickfords is imminent.

Access to a fares unit providing details on cut-rate fares is a vital link which must be available if company travel costs are to be kept down.

Analysis of travel costs

A THOMAS COOK air fare savings report or a Lunn Poly Air Travel Analysis would be useful to show where further savings might be made.

Once data has been captured electronically, an analysis of this nature becomes possible.

The most effective way to achieve this is by means of the Computer Communications and (CCL) Document Printing and Accounting System (DPAS). Around 200 of these systems are in use in UK travel agencies, automatically producing air tickets, invoices, itineraries and end-of-month statements.

At present, Hogg Robinson captures the data required for analysis from the CCL DPAS transmittal file, and use their

number crunching main frame. But CCL are developing software which they hope will be able to match the Thomas Cook report.

The new American Express Business Travel Account system was launched several months ago, and this too captures information in a way which makes available various management reports. At the very least, companies have a right to expect accurate statements of account with no errors.

Since the production of invoices and statements does not automatically follow ticket issuance, a CCL DPAS statement can only show the price actually printed on each ticket, for which a charge is being raised.

Hotel corporate rates

A LARGE company has probably contracted low price corporate rates with several multinational hotel groups.

But better prices may be available through the major travel agency multiples. Certainly small organisations should take advantage of the rates offered by American Express, Hogg Robinson, Lunn Poly, Pickfords or Thomas Cook which will provide substantial savings not obtainable through an independent travel agent.

HR, TC and Amex each claim their hotel corporate rate programme is the best available to the British business traveller. Each organisation can quote parts of the world where they are the best, but the huge savings, compared with ordinary room rates, are similar whichever big agent you use.

The Amex programme is typical, featuring over 2,500 hotels in more than 120 countries, in a 60-page booklet given to all their travel service clients. Rates are discounted by up to 30 per cent at a selection of deluxe, first-class or budget hotels. When superior rooms are available, Amex clients are automatically upgraded, while reservations are guaranteed.

Cut-rate car hire

THERE CAN hardly be any major British company requiring a substantial amount of car hire, that has not already been negotiated direct, big discounts on the standard rates. The travel agency chains have also come up with good deals, which the smaller agents cannot possibly match.

The offers by American Express, Hogg Robinson, Lunn Poly or Thomas Cook are similar, although the car operator often varies.

Amex, for example, state, "we have negotiated an arrangement with Avis offering your company a reduction of between 10 and 35 per cent on Avis published rates." All of this type of deal includes guarantees of the ordered car or one better at the same price, and easy drop-off with the bill, less discount, if arriving at the user's office.

The structure of some parts of the travel industry is strictly controlled, the end purchaser being unable to gain a discount for bulk purchasers by going direct to the supplier. Car hire operators seem to have gone to the other extreme, and it seems to make little difference to them how they sell their product as long as they get their planned net income.

Discounts on rail fares

LAST YEAR British Rail introduced Travel Key, yet one more charge card to add to the vast amount of plastic credit, travelling direct, carry.

The initial offer of 5 per cent discount on rail travel purchases for 12 months only applied to this type of trip.

Unfortunately this key card unlocks a trapdoor, into which the unwary can all too easily fall. The card provides 10 per cent off accommodation at a huge range of hotels throughout Great Britain, as well as 15 per cent of the cost of hiring a car from Godfrey Davis.

Bookings through a major travel agency group, however, as already explained, probably provide far bigger discounts than these through their corporate rate programme.

Of course, if the company account is big enough, the discounts which organisations will have negotiated direct, will also be higher. Most travel managers subscribe to the industry newspaper, Travel Trade Gazette in order to keep fully up to date. Naturally, they find it essential to know how much commission travel agents are earning in order to negotiate their own deal. TTG explained that BR introduced a new commission scheme for travel agents in 1984.

Outlets with a turnover greater than £100,000 last year are now earning 1 1/2 per cent commission, those over £40,000, 10 1/2 per cent, and below this 9 1/2 per cent.

These margins are very slim considering the small size of most transactions. Quite apart from this, the cumbersome reservation methods might involve travel agency clerks in an hour of telephoning at busy times.

Several months ago, BR gave

commission to agents to place ticket books with their company accounts, a practice which has been going on for some time, unofficially.

Now it is out in the open, companies can make a judgment concerning the costs of their own staff undertaking this chore, associated with an agency discount on rail travel, compared with payment in full or at a smaller discount and issuance by the agent.

The prime consideration should be the provision of the best possible service to the business traveller.

Travicom system

A TRAVEL office staffed by implant clerks and fitted with a Travicom automated air booking system duplicates some of a travel agent's work and is less efficient than the operation of a business travel centre. So, if a company could manage perfectly well without its in-house travel office, abandon it and share the reduced costs.

Dependent upon experience, implant travel clerks are probably being paid between £5,000 and £8,000 per annum, on top of which must be added 15 per cent national insurance.

Travicom Apollo terminals cost £1,050. There is a licence

and connection fee of around £1,452 a year. It is most efficient to have a direct data line connection, which costs on an average basis a further £1,800 a year.

The alternative to this is a dial-up unit, not permanently connected. If this is used to access the less sophisticated Travicom Traveller Viewdata system, it costs only £450 plus telephone call charges.

Add these figures together and you can see why it is that a travel agent may well attempt to service an account transacting £500,000 a year with only one implant operative, for two such employees plus the necessary apparatus could make the account unprofitable.

Non-cashable vouchers

"IF ONLY my salesmen showed as much integrity at selling our services as they do in composing their expense accounts, we would lead the market worldwide."

Of course, this comment concerning the lurid works of fiction composed with unflinching regularity, could have been made by many companies.

One way to control travel expenses is to use non-cashable vouchers and tickets instead of

reimbursing travel expenditure. Some redundant executives are supplementing their dole money by going to two or three interviews a week, in parts of the country far distant from their own home. If you send a British Rail warrant, this can only be exchanged for a travel ticket. If the warrant is not used then it costs nothing.

The same applies to ticket on departure arrangements at airports. It is important to make sure that air tickets are always written on a "non-refundable" basis, so as to prevent cashment.

Companies would find it better to cease issuing airline Miscellaneous Charges Orders (MCOs) and insist, instead, that items such as excess baggage charges are paid for by credit card. Even when an MCO is clearly specified as being only for excess baggage or some other specified service, when it is rewritten in some far-flung part of the universe, the MCO may become of more general use.

Extended credit

IT COSTS nothing to borrow money from your travel agent instead of your banker. Agents

must pay airlines by the 15th of the month after ticket issue, otherwise their IATA appointment may be withdrawn.

There is no way of avoiding this payment date, and your agent starts paying overdraft interest, or else earns less investment interest, if you pay later. For the sake of simplicity, consider an interest cost of 12 per cent pa, which is 1 per cent for every month an account is overdue.

Travel agents' revenue on business travel varies between 9 and 11 per cent. When customers pay on invoices with no other accounting, profit levels are probably between 4 and 6 per cent of turnover.

The cost of invoicing and collecting reduces these figures by around a half per cent for a monthly account.

The high clerical cost of debt collection as accounts become considerably overdue, may cost yet another half per cent. Thus, the administrative cost gradient, taken together with interest charges, rapidly whittles away the profit on a business travel account.

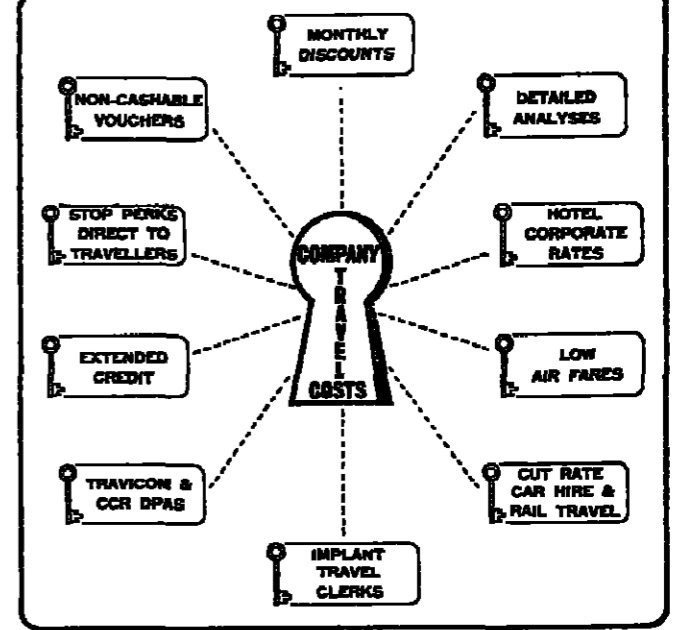
How promptly does your company pay its travel bills? Before you embark on discussions with your agent, which you hope will lead to better terms, you need to pay a visit to your accounts

department. You may discover that it is better to leave well alone.

Points are generally awarded based upon the down mileage of each journey.

These schemes, however, are only operative the other side of the Atlantic, and to qualify an address must be supplied in the U.S. from which a traveller can pretend he operates.

If a particular airline, with which a traveller is building up a points credit, happens to offer the cheapest deal, all well and good. But it must be the price that the company pays, together with the business requirements of that particular trip, that are the major criteria being considered when selecting an airline.



Perks for travellers

SHOULD PERKS be given direct to travellers? The answer depends entirely on whether the seduction conflicts with the interests of the company originally paying the travel bills.

Most U.S. airlines encourage loyalty by offering free or reduced-rate travel and holidays to a business man and his wife.

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Pan Am has some good news for European business travellers. The 19.00 flight from London to New York is back. As it departs from Heathrow at the end of the day it's an easy connection from most European cities. It also means you get more time in the office before leaving. Then, after an enjoyable journey aboard a luxurious Pan Am 747, you arrive in New York at 20.45. In time for a good night's sleep. But it's not just the timing that makes this flight the business traveller's best choice.

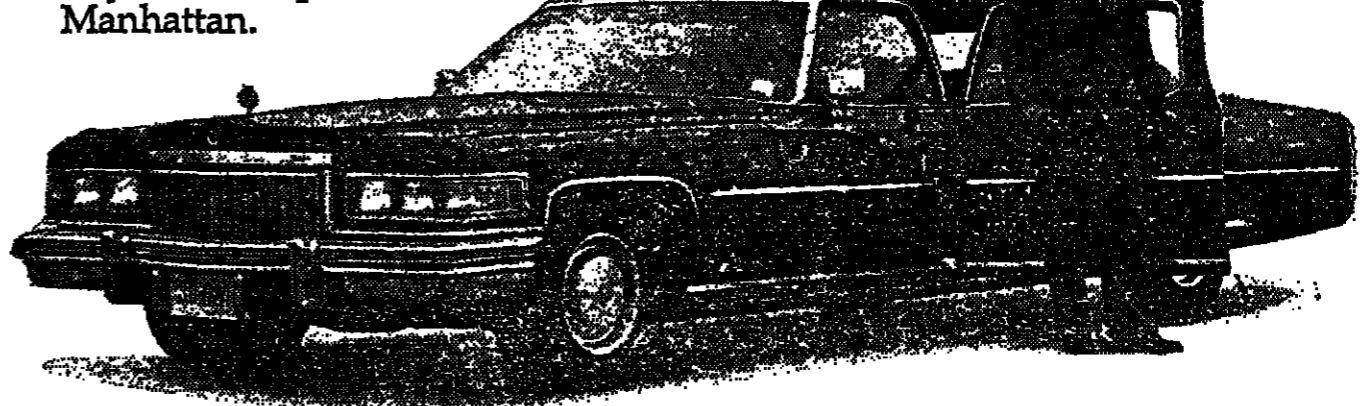
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With all that Pan Am offers the business traveller, we're sure you'll agree that Pan Am at 19.00 is the best last flight of the day. For information and reservations call your Travel Agent or nearest Pan Am office.

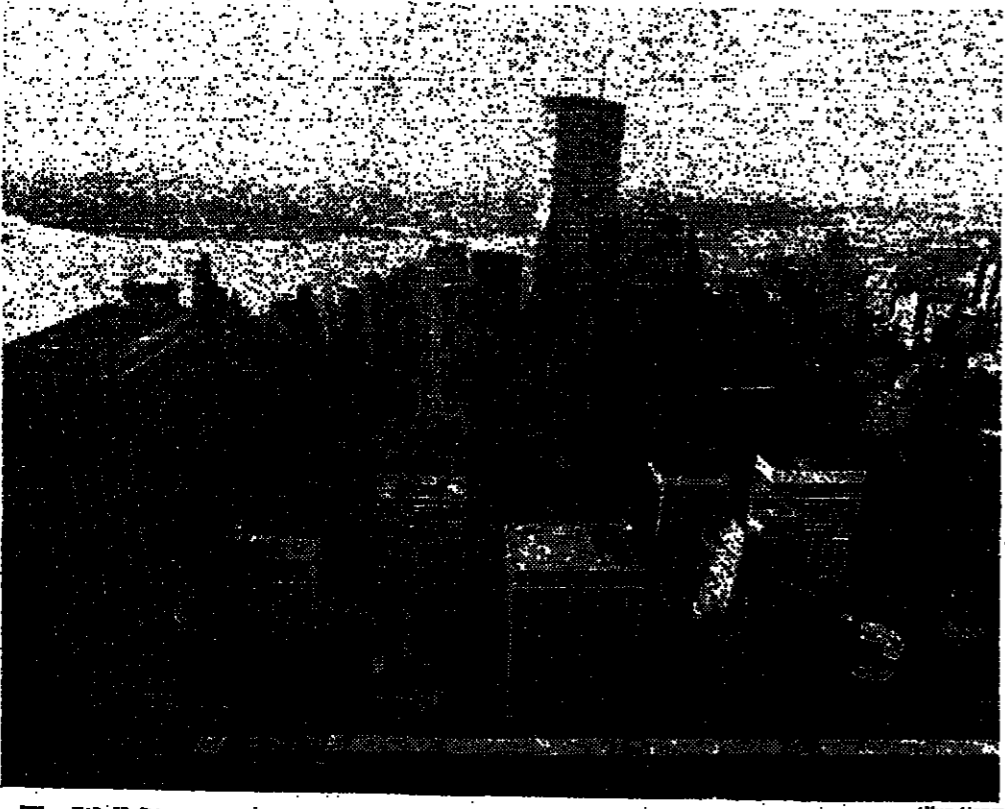


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BUSINESS TRAVEL VII



The Wall Street area of Manhattan

Fashion-conscious habits in U.S. homes

FOR ALL their level-headed pretensions and drab wardrobes, American businessmen and their social habits are as fashion-conscious as preppies and punks. Where preppies set their style by New England mail-order catalogues and punks follow pop stars, the Executive sets business fashion. Wardrobes change with administrations, and with the wardrobes go the nation's social habits.

In these conservative times suits are more presentable than ties with mere jackets and trousers. American women have won the right to wear slacks where dresses were once called for but growing numbers of women don suits with ties—bought from shops devoted to such attire at suitably exclusive prices—in an effort to be more formal than feminine.

With more home entertainment, Americans wonder whether they are being informal with business colleagues or letting business intrude into personal life. Such gatherings raise questions of just how informal to be, with the result that often only the host is without a tie.

Flowers or a bottle of wine are always appropriate for the hostess and much less embarrassing than seeing the next guests arrive laden with favours you neglected. Personal questions are a staple of American conversation and can be deflected with an offhanded comment,



causing no offence.

Some entertainment is rarely intimate, ordinarily involving at least three couples, but it has a cachet that eating out lacks. In harder times, companies became more tolerant of credit-card charges as salaries did not rise.

With plastic remuneration, the host using a credit card is himself a guest of the company. The guest merely gives them both a chance to be taken out.

People now even have breakfast on the company. Popular New York business hotels recommend early morning reservations. By 8 o'clock deals are being struck over

scrambled eggs and toasted bagels. An American Express survey recommended: "Hold breakfast meetings. You... save on the price of the meal as well as on alcoholic beverages."

But breakfast has probably been added to, not substituted for, lunch. Business machismo is now measured by how early the day starts, the result perhaps of an Apple Computer ad that shows a hardworking young executive ringing his wife to say: "I'll be home for breakfast."

One visiting Englishman remembers a 6.30 call on a Silicon Valley business morning when he felt "compelled to sound as wide awake as he was."

A very rough guide to the propulsion rate of an upwardly mobile executive is how early he has his breakfast. Strict work habits are not, however, the sign of self-abnegation, since the ultimate rewards he expects will include use of the company flat, baseball-stadium box, and limousine.

The ubiquity of credit cards (and the replacement of entrepreneurs by managers) pushes expense to real exclusivity, in a Washington-inspired reprise of the old Republican refrain, "If you've got it, flaunt it." For the 1980s add, "If not, get busy."

Frank Lipsius

Swiss ready to talk at lunch

FOR ALL the myths about the hard-headed, sober-sided Swiss, business does not have to take place at half past seven in the morning in an antiseptic office among the rubber plants.

Entertaining and being entertained are very much a part of executive life in Switzerland which is hardly surprising in view of the country's tradition as a classic tourist centre.

Business entertainment is to a large extent a matter of eating out. At the last count, there were some 22,000 restaurants and hotel dining rooms in operation, even excluding the 2,000 tea-rooms (the Swiss for which is, incidentally, "tea rooms").

The Swiss who dine out frequently are good judges of a good meal. Nor is there much fear of going wrong, since almost all respectable restaurants and most run-of-the-mill places are at least adequate and at best excellent.

It is perfectly normal practice for a business visitor to Switzerland to be asked for a talk over lunch—and equally acceptable for him to invite his Swiss opposite number. This is usually a much longer and more sophisticated meal than the quick-or-roast-beef-sandwich platter beloved of American businessmen or the British pub lunch, typically starting at 12.30 and ending at two or after.

The best bet is generally something relatively light and local, such as a veal dish or lake fish, together with a light red or white wine. Salads, often served from the trolley, is taken in German-speaking areas before and in the Suisse Romande after the main course.

Dessert is optional but a coffee or even two after the meal virtually de rigueur. This is also the time when everyone has got down to business.

Exception

If you are the host, remember that Switzerland is one of the world's cheapest countries. The grill rooms of five-star hotels tend to be very pricey. However, just about every restaurant takes credit cards.

A strange exception is that of the various establishments on Zurich airport, which accept cash only. Tipping in restaurants was scrapped some years ago, though a tip bill or good service can still warrant the payment of a "rounding-off" gratuity. (A similar uncertainty exists with taxi tips, whereby taxis tend to have a sign to indicate whether the tip is included in the fare or not.)

As, by the way, worth trying to book a table if you are issuing the invitation. The most popular city restaurants and even the best of the suburban ones are often full at lunch time.

Frequently, a visitor will find himself or herself invited to a company's dining room on the premises. This is popular particularly where the party is rather a large one or where conversations should be kept confidential. Never for a moment let executive dining rooms in Swiss companies serve anything but "canteen food" and some are definitely gourmet establishments.

For larger-scale meetings, corporate presentations are most frequently held in the morning, followed by a lunch or at least a round of aperitifs and canapes. Longer events would usually be arranged around lunch. Each city has a number of hotels specialising in meetings and conventions.

Working breakfasts are not unknown in Switzerland, but it is not necessarily a good idea to suggest one. Generally they occur only if there is no other chance to get together. More common are meetings over dinner, particularly as a social rather than a business date, or when wives or husbands are invited along.

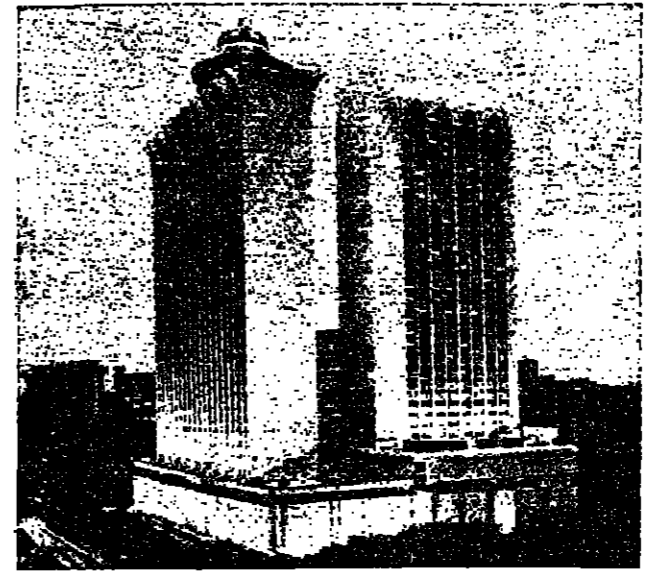
This is then a substantial meal, which might begin at 7.30 or 8 pm and go on until at least 10 o'clock. Night-club invitations are much rarer. It is definitely not usual for a business visitor to be asked home by his Swiss host, even for a pre-dinner cocktail. Entertainment other than that of family or close friends—and even much of this—takes place in the restaurant rather than in the home. (The invitation to a golf course is even more out of the ordinary.)

For business invitations of almost any kind, dress should be sober. One exception is for congresses or internal corporate meetings held in resorts, where—other than for formal banquets—most participants stick to "jersey-and-snowak" order.

There are no major taboos in conversation, which is made easier by the fact that the Swiss business community is as a rule well-informed, well-travelled and gifted with tongues. However, the automatic use of Christian names should be avoided, particularly with anyone over 30. The "Du" or "Tu" is offered much, much later in a relationship and generally not at all.

John Wicks

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Singapore's relaxed approach pays off

SOMERSET MAUGHAM, Joseph Conrad and Kipling are not recommended reading for businessmen who intend to do serious business in Singapore. Official handbooks on the country's development and growth over the last 25 years would be more appropriate.

Singapore is not an outpost of the empire, complete with coolies and tow lads (managers) in the godowns.

The journey from the modern and efficient Changi airport, to the Manhattan-style business district should make that point if official statistics do not, but Singaporean businessmen still complain of the superior attitudes struck by too many visiting British businessmen.

Some of the worst offenders are those who were still tottering when the Republic received its independence, and who, no doubt, regard themselves as enlightened.

Suggestions that matters are handled better at home than they are in Singapore will not be welcomed. Singapore businessmen are well aware that theirs is a new country, with some edges to be knocked off, but continually pointing it out does not win contracts.

Arrrogance

Singaporeans, particularly civil servants can also show a strong line in arrrogance. This could be a defensive attitude reflecting the youth of the country, but it doesn't make it any more pleasant.

Shouting at minor officials is no help (is it anywhere?), but a quiet voice and a smile through the bars of the office counter can effect pleasant changes in attitude.

The British businessman in Singapore can be all too easy to spot. He is that character sweating in the suit and tie, standing in line for a taxi outside the Ocean building in the business district. If he is a merchant banker, then he is probably wearing a stiff collar as well.

He might feel that business isn't really business unless it is conducted in a pin-striped suit, but it is not a belief that

is shared by many local businessmen.

Singapore is just off the equator and unless meetings are extremely formal, its climate is reflected in style of dress. A tie is normally formal enough, although he would do no harm to regard first meetings with senior government officials or civil servants with the power to grant permits, contracts or financial aid, as extremely formal.

Useful

The other occasions when a light jacket of pullover might prove extremely useful is when lunching or attending conferences in one of the country's modern hotels or spending a long time in office meetings. The air conditioning can be erratic but locals leave their protection behind when leaving the office.

Citizens of Singapore are Singaporeans, and must be regarded as such. But Singaporeans are also Chinese, Malay and Indian and despite the image of one nation fostered by the Government, old traditions, customs and religions can run deep.

This does not mean that a crash course in Mandarin or Malay is necessary. Anyone that deal with on a professional level will speak English. Occasionally a certain amount of Singlish will creep in. "Can you do it?" "Cannot lah."

Just as it would not be polite to offer pork to Jewish associates in Britain, it would be common sense not to suggest it to Malay Muslims, nor to ask a Hindu to join you in a rare steak.

The Chinese have few taboos on food, but the lingering business lunch, with brandy, coffee and cigars is rare. If there is brandy it comes with dinner, and is drunk with the meal, not after it. When the mood is right, when the business men who like to indulge in large quantities of the stuff in large quantities of the stuff (a popular brand)—of course.

Ray Heath

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The Hong Kong Hilton forms a backdrop to a class of physical fitness enthusiasts

Guide to the cosmopolitan world of Hong Kong

HONG KONG is a cosmopolitan city in which business protocol does not demand any particular expertise or eccentricity in eating, drinking, or making conversation. It is a city well-used to visitors drawn by its standing as the financial hub of South East Asia, and one of the most energetic manufacturing economies in the world.

any Chinese restaurant will be able to find you a knife and fork. An inability to use chopsticks suggests a carelessness bordering on discourtesy. Do not worry about any language barrier. A visiting Westerner will not routinely be expected to speak Chinese or

It is also a bad idea to initiate as a topic of general interest the uncertain future of Hong Kong as the territory looks ahead to the expiry of Britain's lease in 1997.

are OK in theory, but look eccentric in practice.

... and the ways of China

CHINA is one of the most bureaucratic and hierarchical societies in the world. You will not get in there in the first place until the relevant department of the Chinese Government has assessed to its satisfaction what you are worth, what you should be doing and why. Once in, you will have a schedule embracing virtually all of your waking hours and pre-arranged contacts at wherever it is deemed appropriate you should go.

The level of such contacts will be arranged with a complete precision: if you are adjudged to be a little below the top rung of foreign visitor, you will be presented at every turn with vice-directors, vice-minors and vice-chairmen: principals will always remain invisibly out of reach.

By all means lavish and enjoy as much hospitality as expense accounts afford; £100 dinners, a hired boat, a day at the races. But avoid giving tangible gifts to purely business contacts. Do not even consider doing up to civil servants or you may end up in court.

The Chinese day begins and ends early. Be ready to start your scheduled day at eight o'clock in the morning—much earlier if you have to catch a plane or train, all of which seem to be geared for departure in the dawn hours.

Hong Kong has visiting businessmen like the Tower of London has tourists. As one of such a throng, almost the highest form of courtesy which the visitor can practise is punctuality. Prepare your trip well in advance. Flights, hotels and contacts diaries may all be full several weeks in advance. Secure a translation of your name in Chinese characters, and have this printed on the reverse of your business cards.



Prestige hotels

Have the translation checked, by somebody whose first language is Chinese, and whose judgment you trust. The Chinese language's capacity for subtle puns could render your new name a subject of much mirth to your Chinese host. Take twice as many business cards as you think you will possibly need — they will be exchanged in Hong Kong with an almost Japanese fervour.

to travel in the company of an interpreter. Every senior Hong Kong Chinese civil servant and most businessmen will speak English, or will have a personal assistant who does so. Of course, to speak Cantonese or Putunghua fluently is a great advantage — but to learn a few phrases as a "party trick" would be gauche.

If you want to make an impression, stay at one of the prestige hotels — Mandarin, Regent, Peninsula, Hilton or Furama, roughly in that order of snobism. Beware arriving in Hong Kong in October, when package tours book seek every quality hotel room in the territory. If you want to entertain local business contacts, do so "Western-style" unless you are yourself something of an authority on Chinese food. Each of the major hotels has at least one first-class Western restaurant — the Mandarin, for instance, has a grill-room well suited to lunch, and a top-floor haute cuisine French restaurant, the Phareos.

Do not be baffled by problems of "face" in Chinese relationships. It is a subjective concept, more an act than a set of rules, and your finer subtleties will be lost in translation. "Face" boils down to "mutual respect, the avoidance of airs of superiority or aggression."

Behave with self-restraint, formal politeness, and never lose your temper; if you receive an evasive reply, do not push ahead with the question, but accept that your counterpart does not want to answer directly. Hong Kong is a very gossipy town, but do not be lured too quickly into the habit. It is also a very small town, in which your own loose words will be quickly repeated.

Many Hong Kong Chinese also take a western first name, which is prefixed in western style, so Mr Lam Ka-Wing may introduce himself to westerners as, say, "Anthony Lam."

Hong Kong has one of the toughest anti-corruption machines in the world: the Independent Commission against Corruption is effectively its second force, answerable to none but the governor.

A few formal points: Chinese names in traditional form lead with the family name. Thus, for a person called "Lam Ka-Wing," Lam is the family name, and Ka-Wing the personal name. Chinese practice is to reserve use of the personal name only for intimate friends. So Lam Ka-Wing will usually be "Mr Lam."

If he does not wish to take a western name, he may address you as "Mr Lam." In which case the initials "K. W." can be used casually and freely as a means of address. Hong Kong remains, notoriously, a place which dresses for business. If the temperature is 90 degrees and humidity 95 per cent, still put on your pinstripes, suit to call upon a banker or civil servant. Tropical shorts

Be prepared to face a large meal for lunch and an even larger meal for dinner at about 9.00 often a formal banquet of 10 or 12 courses and a mixture of drinks. Observe moderation in food and the more so in alcohol. Chinese hosts will delight in encouraging you to drink beer, sweet wine and the lethal sweet wine and when toasting Mountai in an endless series of toasts.

For a tolerable head the next morning, ask for orange juice instead of beer, ignore the sweet wine and when toasting take small sips of Mountai rather than draining the glass. Such abstinence should not give offence.

If you are spending several days in a city as the guest of a particular organisation, by all means throw a banquet for your hosts. This can be arranged by your hotel, or ask your hosts themselves to arrange it for you, making it clear that you will pick up the bill.

Robert Cottrell

Business entertainment a high art in Japan

FEW, IF ANY, countries have refined business entertainment to the artistic level achieved by Japan. It is no exaggeration to say that knowing the rules of the entertainment game is indispensable to business success for Japanese and foreigners alike.

It is a qualification, however, that does not come cheaply. Expense account entertainment, often on a very grand scale, is one of the most important prerequisites available to the typical Japanese executive, whose own private pocket could never run to footing the bill for even relatively modest evenings out, especially when he may be expected to do so three or four times a week.

For the record, which is irrelevant, the tax authorities state that in the 1982 fiscal year Japanese businessmen spend ¥9.3bn (\$41m) a day in entertainment expenses. Everybody in Japan knows this is but a fraction of the real amount; over half the above sum was actually accounted for by companies operating in the red, who are not exactly typical of Japanese corporations.

Leaving aside the golf course, which the Japanese rarely do, most conventional business entertainment takes place in the evening. The long business lunch is simply not a Japanese phenomenon (nor is the working breakfast) and many of the establishments catering to the corporate trade do not even bother to open until the evening.

It is also generally the case that business matters proper will have been disposed of before entertainment begins, though if an evening flows well the threads of earlier negotiations may be picked up again, regardless of the sobriety of the participants. From the Japanese standpoint the twin points of an evening's entertainment are to demonstrate and enjoy some of the charms of Japanese cuisine and service, in which there is a justifiable national pride, and to establish the sort of personal relationships that are the bed-rock of commerce. A popular recourse is the

buffer cocktail party, most frequently held in large hotels. These will probably cost not less than ¥7,000 per head, often very much more. It is customary not to attack the grooming board before formal introductory speeches have been made; guests will almost invariably be handed a small present (cigarettes, a golf umbrella etc) on leaving. Infinitely more expensive and usually much more interesting is the private room in restaurants, which come in more varieties than Mr Heine ever contemplated. At the upper end of what is in any case not a downscale market, bills may well exceed ¥30,000 to ¥100,000 a head, especially if full geisha (a rarity), or even modified geisha service is an accompaniment. At such establishments, however, money or credit cards will rarely be seen to be changing hands, as presentation of a business card will normally result in the bill being mailed in the fullness of time. Discretion may also require an introduction,

since the very best places would never stoop to advertising themselves. Both buffets and dinners tend to start and finish early, generally by 9 pm. They may be followed by another integral part of the entertainment network, visiting a bar or club, many private and usually with hostesses on hand. Cocktails here very highly valued, if hostesses are given full rein, quickly assume staggering proportions—a condition which also frequently stifles the clientele. Although Japan does not have a closing time, things tend to wind down by 11.15.

Two other common characteristics to Japanese business entertainment should be noted. It is extremely uncommon for women, professionals or spouses to be included; and, whatever daresness the Japanese may adopt in their working days disappears like icebergs in the evening. Having decided to spend like drunken sailors the Japanese see no reason to behave like the ancient mariner.

Jurek Martin

Business Traveller

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BUSINESS TRAVEL IX

More travel and entertainment expenses are being paid by credit cards. John Burke reports

Sharp expansion in plastic money

IN 1950 three rich Americans met for lunch and then none could pay the bill as each was without his wallet.

This mischance gave rise to the Diners Club, starting with 200 creditworthy tycoons who could patronise two hotels and 27 restaurants in New York.

Britain alone has some 15m holders of various cards—mainly Barclaycard and Access for shoppers' credit.

The latest move comes from Diners, which brought payment by plastic to Britain in 1951.

Amex can personalise bookings and analyse bills, which total millions of pounds annually for some big companies.

Table with 4 columns: Launched, Card, BRITAIN (Annual issue charge, Basic annual fee), and WORLDWIDE (Retail outlets, Membership, Retail outlets, Membership). Rows include Diners Club, American Express, Barclaycard, and Access.



Businessmen's lounge at Heathrow Airport for the benefit of Diners Club travellers

but it can be used for more cash at more banks: 140,000. London business manager, Ugo Scarpetta, thinks that the banking sector is still untapped.

Visa members, coming to Britain, spend an annual £85m at the 202,000 outlets of the free Barclaycard, which was joined 18 months ago by Barclaycard Premier card.

Premier follows not only the American Express Gold Card, long held by 75,000 and partly promoted by Lloyds, but also Midland's Mastercard issued to 20,000 so far.

THE MARCO POLO SINGAPORE



There is a special promise for businessmen in the legendary island nation. The Marco Polo Singapore.

Such is the reputation of The Marco Polo hotel that in a city which abounds in international restaurants and business facilities, it is to this hotel where businessmen and visitors are drawn.

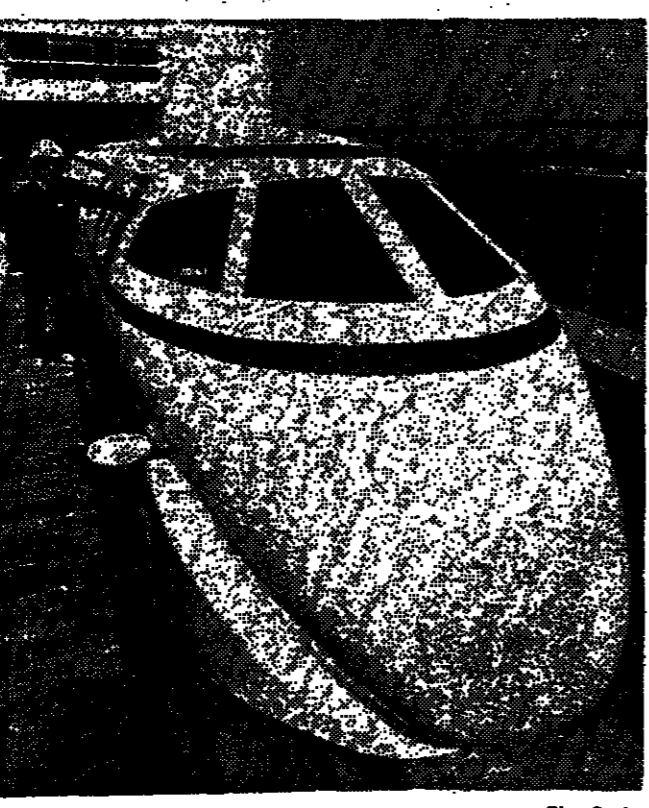
Hazel Duffy looks at what's on offer for rail travellers

Success comes with high speed

BUSINESS TRAVELLERS are very important customers of the railways. Like the price-sensitive passengers in the leisure market, business men and women—their fares paid for by their companies—tend to be more concerned about punctuality and convenience than the price of the ticket.

In the middle of last year BR introduced Travel Key, its own charge card. Its purpose is to simplify and cut the cost of business travel.

The discounts are attractive for companies whose employees travel frequently but ease of payment is probably more important for many companies.



The train now levitating at platform one... MAGLEV—a magnetically-levitating linear electrically motor-propelled train—is being developed by Japanese National Railways.

ing computerised reservation systems and issuing tickets against credit cards from station concourse machines to avoid queues at ticket booths.

High speed trains

BR is also test marketing new look high speed trains, with improved seats and furnishings as well as a new external livery.

port and city centre at the point of destination. The airlines in Britain are increasingly aware of the domestic travel potential, and are cutting into BR's market savagely on some routes.

Speed is the main weapon in the battle between rail and air in France. French Railways has demonstrated that its high speed train, the TGV, can make a big dent in the revenues of Air Inter on the Paris-Lyons route.

Considerable time savings have been made on destinations further afield—Geneva and Marseilles, for instance—and French Railways is hoping to extend the TGV west to Bordeaux, and, at a later stage, across borders into Belgium and West Germany.

European railway authorities are convinced of the benefits of speed, although not necessarily matching the speeds of the TGV.

The high speed rail revolution, begun in Japan and initiated in Europe by BR, is spreading worldwide.



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BUSINESS TRAVEL X

Preparation makes journey smoother

BUSINESS TRAVEL lacks glamour: apart from pressures involved in negotiation, all manner of hassles await the itinerant executive. He, or she, is expected to arrive at a meeting briefed, bright-eyed and bushy-tailed no matter how small the hour of arrival that same morning, how cramped the flight, how death-defying the taxi ride from airport to hotel.

Spices and suitably garbed, the new-comer will take care to avoid causing embarrassment or offence. A successful outcome may hang on effortless presentation of facts and figures. But the visitor must also be at fault with cultural and social niceties, from the first handshake—or should it be a bow? And the mode of address? Doctor? Ingeniero? Licenciado?

All this before discussions open, and Westerners venturing East should be prepared to engage in protracted pleasantries before serious dialogue can start. When it does the dialogue itself must be studied, since hard-sell may score in Texas, but in Thailand even direct questions are disdained.

Counsellors

There will be the exception, the extrovert entrepreneur clinching deals in Delhi with slaps on the back, but most business travellers must use their common sense. If the company's overseas agent or colleagues and associates are not available for discreet inquiry, information and guidance can be gained from more formal sources such as the commercial counsellors sent on briefing tours from our consulates overseas, or the account executives in business sections of the major travel agencies.

The Department of Trade's series of

booklets, *Hints to Exporters*, gives global coverage on topics varying from Import Permits in the Honduras to Modes of Address in Senegal.

Retail bookshops offer a variety of good travel guides, one or two specifically for the business traveller, all giving the standard intelligence on climate, currency regulations, vaccinations, visas and every other technicality of modern travel, and the Financial Times Businessman's Guide to the UK (£6.95), available through mail order, gives comprehensive coverage on 80 commercial centres, although this was produced in 1981.

Pocket guides

Pocket guides like the Berlitz Business Travel Guide to Europe (£2.45), or Penguin's USA for Business Travellers (£2.95), are informative without being chatty, and both attempt to deal with the nitty-gritty of business travel. Penguin's Vital Services include translator, photocopy, listed under 40 cities; Berlitz's Business Briefing for an A-Z of 31 countries gives main imports and exports along with other information on which the executive, presumably, is already briefed.

Some of Berlitz's helpful hints reflect those little cultural variations that can make business travel fascinating or exasperating, according to pain threshold. Under the heading Social Customs we are told that "many Poles look askance at test-takers," while in Albania where early-morning discussions may open with rakki (distilled from grape pulp), "Refusal may be considered an offence."

Most of the popular travel guides can make interesting reading as well as giving hard facts. Fodor's Guides written for the American market; the Blue Guides (Benn), more sober but with an

excellent history section; AA/Baedeker (in nice plastic covers, with separate maps); Nagels Encyclopaedic Guides, comprehensive but poorly printed; and a variety of entertaining guides to the Far and Near East from new publishers like Lonely Planet and Vacation-Work. Mitchell Beazley's American Express Pocket Guides (£4.95) to cities in the U.S. and Europe are descriptive as well as informative.

Print outs

The travel agencies offer endless practical information. Thomas Cook's Bank View Data System provides print-outs from 11,000 pages of data; Hogg Robinson's publication, A Question of Class, compares airlines' varying class category services, including tips on seat pitch and leg room. The chairman of Cox & Kings, Anthony Good, also chairman of the Guild of Business Travel Agents, described the kind of informal guidance that a good account executive can give: whisky will be appreciated as a gift in India, where it costs £25-£30 per bottle; anti-malaria tablets issued for India or Pakistan are no guarantee against Kenyan strains; Swedish drink-drive laws are extremely severe (blood-alcohol level is zero), and rigidly enforced. "There'd be nothing more embarrassing than to find yourself in jail."

Advice given can throw light on the adviser: a senior executive in a London-based Japanese trading company, asked how he would counsel his fellow-countrymen, commented that the British are conservative and proud of their history, and that there is no word in the English vocabulary for the concept "scrap and rebuild."

Jo Darke

Rock stars need VIP treatment



Turning epaulettes into an art form, Elton John poses in one of his extravagant tour outfits. Pop and rock stars usually expect the very best hotel accommodation but at the best price.

THE BEST-KNOWN international travellers are the stars of the entertainment industry. They are always being photographed stepping off a plane at Heathrow or being interviewed in their suite at the Dorchester. Not surprisingly specialist travel companies have emerged to cater for the travel and accommodation needs of artists whose professional life involves a great deal of touring.

In particular the pop millionaires are probably the most fashionable individuals on the planet. Often suddenly catapulted to fame and fortune, they have hatred of boredom and a casual attitude to life which is expressed in sudden travel whims. Their leisure time is spent in exotic holiday locations: their working schedule is based on intensive world tours.

For the specialist travel firms like Trinfold, which began by booking the tours of The Rolling Stones and The Who and now dominates the pop world, and HEP, which has a long record in the industry, it means brick business, but also an ability to adapt to change. "We have to switch direction in five minutes," says John Gianquinto of Trinfold, "and we have to know what each individual client wants."

The problem is that tastes can alter rapidly. A favourite hotel can fall by the wayside through a casual slip in service. Pop stars tend to be very demanding characters who expect the very best. They know that a tour involving perhaps a crew of 50 depends upon their popularity and talent and they can be very temperamental. In the main they expect the top suite in the top hotel in town. On the other hand, they know that the costs of travel will be set against the revenue from a tour so they are increasingly cost-conscious. They want the best but at the best price.

In the main the airlines and the hotels are quite prepared to offer discounts to show business personalities and their entourage. There was a time when hotels were always being wrecked by some pop groups or airlines were vowing never to allow a certain star to fly with them again because of boorish

behaviour. Much of this was just facade: they welcomed the publicity. There are hotels, such as the Ritz in London, which are dubious about some rock stars, although the Ritz is a favourite haunt of stars like Rex Harrison. But in the main money talks. The average American rock band is happy with the Holiday Inn and similar chains. It includes them of course, there are branches in most towns which have the swimming pool which appeals to the crew; and they offer a reliable if predictable service.

Loyal
The stars like Elton John, have grander ideas. Popular hotels at the moment are the Royal Garden in Kensington, the Hyatt Carlton Tower, the Inn on the Park and the Hilton. The days when small hotels, like the Portobello, built up a big reputation among pop personalities are generally over. With all the fatigue and hassle of touring the major artists like the familiar and will remain loyal to a hotel which provides a good service.

This is what makes the pop industry attractive to the hotels: not the room rates, which carry a discount, but the very lavish bills for room service that the artists run up. Travel companies like Trinfold make the booking and obtain the discount, which they then pass back to the tour promoter, retaining a 8-10 per cent commission, but the very high food and drink costs are billed direct by the hotels to the tour promoter.

Usually the band and the road crew are separated. The latter making do in three-star hotels. If they do share a hotel, pains are taken to keep the two sides well apart. Quite often a star can fall out with his band, or crew, during a tour, making more work for the travel agency.

All in all, although this can be very important business—a world tour might cost £100,000—it is hard-earned profit for the travel trade.

Antony Thorncroft

Women seeking fair consideration

A COMPANY executive, staying recently in one of London's larger hotels, asked how late the hotel's health centre stayed open. After six, she was informed, it was for men only. Why? "Because men work, madam," was the baffling reply. Clearly some operators in the UK travel industry have not woken up to the fact that, according to Executive Travel's latest review, women now account for 30 per cent of the business travel market. Others, however, are responding to the commercial opportunities, though with some nervousness about what is the appropriate marketing approach.

British Airways section women now make up 11 per cent of business travellers on their long-haul flights, rising to 15 per cent on North Atlantic routes. BA's "front of plane" marketing manager Paul Giblin says "It's a delicate matter. We don't want to single out women as a 'weak' audience," but is setting up a special study of the market.

Needs
Quite "would not normally distinguish between male and female business travellers—we wouldn't dare," although UK sales promotion manager Ken Groves is aware "there may be certain parts of the world where women might appreciate separate facilities at airports."

The hotel industry is less inhibited about catering to the special needs of the woman executive. On one level these appear to consist of make-up mirrors, skirt hangers, hair-dryers, feminine toiletries in the bathroom, even complementary chocolates.

On another level the industry is beginning to tackle more sensitive matters. Crest Hotels surveyed women executive guests to establish what they wanted and are now creating Lady Crest. Boomer in many of their 58 UK hotels with a special booking service ensuring "a quiet table" in the dining room, and extra security arrangements.

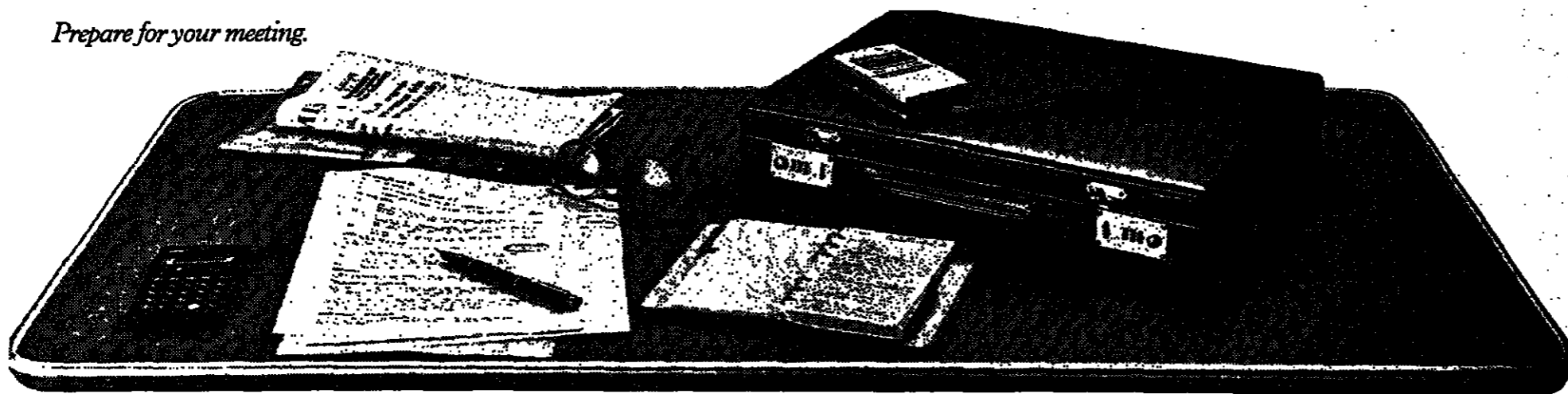
Cunard's Hotel Bristol in Mayfair has gone a step further with a "women executives only" floor.

The concept of segregated facilities is gaining ground in U.S. hotels, but whether the idea will take hold in Europe remains to be seen. Both Crest and Hotel Bristol report capacity bookings for their special accommodation, but British Airways' largest travel agency partner, have not yet detected a demand for special packages for women.

It's not just a matter of providing hairdryers," she says. For instance, why don't airlines and hotels provide special information for western women travelling to culturally different business environments? As Eileen Cole comments, perhaps "companies wouldn't have to do very much extra to attract the loyalty of women business travellers."

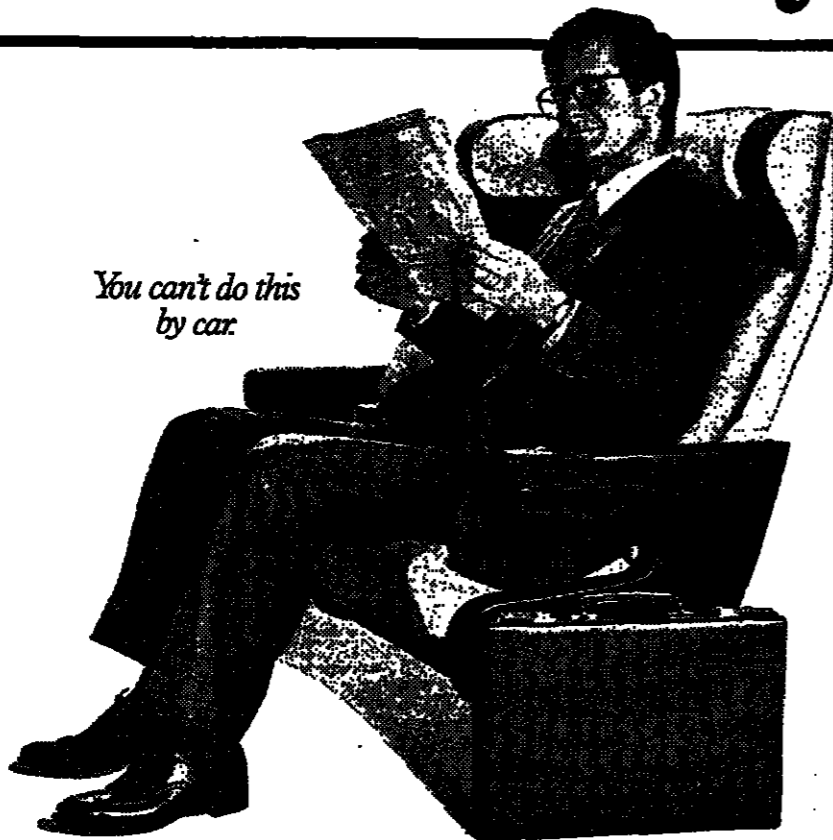
Nicola McLaughlin

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